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ABSTRACT

This survey provides information on 1987 salaries for professional librarians employed by members of the Association of Research Libraries (ARL), based on questionnaires completed by the member institutions. The information is provided in 33 tables, which are divided into four categories: (1) Salary Levels for Personnel in ARL Libraries; (2) Median and Beginning Professional Salaries in ARL Non-University Libraries; (3) Average, Median, and Professional Salaries in ARL University Libraries; and (4) Distribution of Personnel and Average Salaries for Positions in ARL University Libraries. Data for law and medical libraries continue to be reported separately and are included in tables 22-33. Copies of the questionnaires sent to both university and non-university libraries are provided. (EW)

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# Annual Salary Survey

1987

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ARL

# ARL

## Annual Salary Survey 1987

Compiled by
Gordon Fretwell

for the
Association of
Research Libraries

Association of Research Libraries 1527 New Hampshire Avenue, N.W., Washington, D.C. 20036 February 1988

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## INTRODUCTION

The 1987 Association of Research Libraries' Annual Salary Survey follows the general format and organization of previous years. This year's Survey includes the salaries of all directors except one university library director and two directors of non-university Libraries. Salaries for staff from the Canada Institute of Scientific and Technical Information are not included.

Salaries in Canadian member libraries continue to be expressed in U.S. dollars, converted at the rate of $1.3602 Canadian per U.S. dollar[1].

Separate tables for law and medical libraries are located after the series of tables for other university libraries, and law and medical salaries are excluded from Tables 4 through 9 and Tables 11 through 21. Please note that some branch libraries now included with the general library of an institution are not under the administrative control of the library director. Table 10 does include law and medical salaries, in order to maintain the ten year retrospective comparison of salaries with the cost of living index.

More minority professional positions are reported this year: 735 this year versus 699 last year, an increase of 5%. Of this year's total, 635 were reported in the general libraries and 100 were reported in law and medical libraries. The identification of minority professionals is limited to U.S. university members. The 735 professionals identified as being members of defined minority groups represent 10.3% of all positions reported from the U.S. university segment of the membership. 68.3% of minority U.S. ARL university librarians are women, while women represent 64.8% of non-minority U.S. ARL University librarians.

Minority professionals in U.S. ARL libraries are not proportionately distributed across the country. The South Atlantic and Pacific regions both have disproportionately high shares of the total number, while the Mountain, East and West South Central and West North Central regions have significantly fewer than one would expect. The distribution of minority professionals reported by the membership is as follows:

| | New Engl | Middle Atl | E North Central | W North Central | South Atl | East S Central | West S Central | Mt | Pac | TOTAL | % |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Black | 18 | 29 | 34 | 14 | 90 | 8 | 7 | 3 | 26 | 231 | 31.4 |
| Hispanic | 9 | 12 | 17 | 1 | 22 | - | 15 | 17 | 23 | 111 | 15.1 |
| Asian | 37 | 71 | 56 | 16 | 54 | 4 | 14 | 17 | 116 | 385 | 52.4 |
| AI/NA[2] | - | - | 3 | - | - | - | 2 | 2 | 1 | 8 | 1.1 |
| TOTALS | 64 | 113 | 112 | 31 | 166 | 12 | 37 | 34 | 166 | 735 | |
| Percent | 8.7 | 15.4 | 15.2 | 4.2 | 22.6 | 1.6 | 5.0 | 4.6 | 22.6 | | |

Minority professionals, earned 2.8% less, on average, than non-minority professionals, a difference of $941 for the year. However, any final comparison of average salaries for these two groups should take into account the differentials in professional experience. Tables 15 and 16 provide some context for comparison of average salaries in Tables 13 and 14.

In 1987, the average salaries paid to librarians in public ARL U.S. libraries were 0.7% higher than those paid their counterparts in privately supported institutions, a continuation from last year. Consult Table 19 for more details. The size of a library has a direct bearing on individual salaries. Salaries in the smaller libraries (less than 50 professionals) still average about 17% less than salaries in the largest libraries (over 124 professionals). In the U.S., the highest average salaries continue to be paid in the Pacific and Middle Atlantic regions, and the lowest average salaries paid in the West and East South Central regions. See Table 20 for more data on the continuing geographical influence on salaries.

Overall, salaries of men averaged 12.8% higher than the salaries of women. One noteworthy exception is the average salary for women directors: $76,862, or $733 higher than the average salary for directors who are men. While the modest lead for women directors is probably not significant in itself, it does represent a continuing trend of "catching up" that has been evident for several years. In the past five years, the average salary of women directors have increased about 7.5% faster than the salaries of their male counterparts. What was a $3,565 gap in favor of men (in 1982) is now a $733 edge in favor of women. Table 15 should be consulted to see how relative experience levels might influence the general comparison of other salaries between men and women.

Table 10 provides an overview of the increases in median and Beginning Professional salaries during the last decade, and more importantly, places those changes in the context of the increasing Consumer Price Index. Compared to the base year of 1978, only in the latter two years has the median salary of ARL university librarians kept up with increases in the CPI, and the major gain came this year as the median salary increased by 1.55% more than the CPI. Increases in the median Beginning Professional Salary continue to lag behind the advancing CPI. This year's BPS represents almost 10% less purchasing power than the 1978 median BPS.

Rank structure is also a factor in library salaries, and while a variety of structures are represented within the University membership, the most commonly found involve either three, four, or five steps, or levels. The following table briefly indicates the variation in salary and experience levels among the most commonly used structures:

Average salaries and average years of experience of library professionals in libraries with three, four and five step rank structures

| | Three step | | Four step | | Five step | |
|---|---|---|---|---|---|---|
| | Salary | Experience | Salary | Experience | Salary | Experience |
| Librarian 1 | $24,247 | 5.7 yrs | $22,605 | 5.1 yrs | $27,336 | 10.6 yrs |
| Librarian 2 | 33,006 | 14.6 yrs | 27,955 | 11.6 yrs | 28,877 | 10.4 yrs |
| Librarian 3 | 42,210 | 20.5 yrs | 33,438 | 16.9 yrs | 34,322 | 15.2 yrs |
| Librarian 4 | | | 42,321 | 21.4 yrs | 38,175 | 18.0 yrs |
| Librarian 5 | | | | | 46,899 | 23.1 yrs |
| Overall avg. | 34,217 | 14.7 | 34,710 | 14.1 | 34,173 | 14.9 |
| No. of staff | 990 | | 3,681 | | 689 | |

There is an orderly progression of average salary and average years experience through the ranks of each of the rank structures above, with one peculiar exception: the average years of experience for librarians in the first level of the five step structure are slightly higher than the corresponding figure for the second step.

A final cautionary note is repeated from past years. Users of the Survey are advised against making staffing or salary inferences from the data presented here without a careful analysis of the libraries being compared and the information that is available. A highly standardized method of data collection has been employed that may imply organizational patterns that are not valid in specific instances. Please consult the footnotes and refer to the survey instrument at the back for further information about variant reporting, definitions, assumptions, etc. Finally, this Survey concerns itself only with salaries, and other tangible and intangible forms of compensation may have a significant impact on specific salaries.

Gordon Fretwell
University of Massachusetts
January 31, 1988

Notes:

1 This is the average monthly noon exchange rate published in the Bank of Canada Review for the period July 1986 through June 1987.

2 American Indian/Native American.

## TABLE 1: DISTRIBUTION BY SALARY LEVEL

Figures in columns headed by fiscal year show number of professional staff in each salary range. Figures in columns headed by % show the percent of positions with salaries equal to or above the beginning of each salary range (e.g., in fiscal 1988 52% of the librarians in ARL university libraries earned $30,000 or more).

| SALARY RANGE | UNIVERSITY LIBRARIANS | | | | NON-UNIVERSITY LIBRARIANS | | | |
|---|---|---|---|---|---|---|---|---|
| | 1987* | % | 1988 | % | 1987** | % | 1988*** | % |
| $100,000 or more | 6 | | 12 | | | | | |
| 95,000---99,999 | 2 | | 4 | | | | 1 | |
| 90,000---94,999 | 4 | | 9 | | | | 1 | |
| 85,000---89,999 | 11 | | 15 | 1 | 1 | | 2 | |
| 80,000---84,999 | 16 | | 19 | | | | 1 | |
| 75,000---79,999 | 27 | 1 | 27 | | 1 | | 3 | |
| 70,000---74,999 | 26 | | 34 | 2 | 2 | | 96 | 3 |
| 65,000---69,999 | 47 | 2 | 54 | | 28 | 1 | 70 | 5 |
| 60,000---64,999 | 57 | | 67 | 3 | 53 | 3 | 128 | 8 |
| 55,000---59,999 | 78 | 3 | 105 | 4 | 98 | 7 | 147 | 12 |
| 50,000---54,999 | 112 | 5 | 138 | 6 | 93 | 11 | 160 | 16 |
| 48,000---49,999 | 159 | 7 | 212 | 9 | 51 | 13 | 83 | 18 |
| 46,000---47,999 | 92 | 8 | 126 | 10 | 45 | 15 | 80 | 21 |
| 44,000---45,999 | 172 | 10 | 197 | 13 | 52 | 17 | 143 | 24 |
| 42,000---43,999 | 252 | 13 | 291 | 16 | 62 | 19 | 93 | 27 |
| 40,000---41,999 | 204 | 15 | 198 | 19 | 134 | 24 | 233 | 33 |
| 38,000---39,999 | 277 | 19 | 331 | 23 | 104 | 29 | 238 | 39 |
| 36,000---37,999 | 359 | 23 | 414 | 28 | 224 | 38 | 154 | 43 |
| 34,000---35,999 | 419 | 28 | 631 | 36 | 217 | 46 | 289 | 51 |
| 32,000---33,999 | 547 | 35 | 575 | 43 | 188 | 54 | 298 | 59 |
| 30,000---31,999 | 713 | 44 | 714 | 52 | 185 | 61 | 244 | 65 |
| 29,000---29,999 | 386 | 49 | 384 | 57 | 140 | 67 | 191 | 71 |
| 28,000---28,999 | 380 | 53 | 382 | 62 | 90 | 70 | 317 | 79 |
| 27,000---27,999 | 402 | 58 | 411 | 67 | 98 | 74 | 154 | 83 |
| 26,000---26,999 | 470 | 64 | 417 | 72 | 194 | 82 | 58 | 85 |
| 25,000---25,999 | 441 | 69 | 420 | 78 | 58 | 85 | 81 | 87 |
| 24,000---24,999 | 398 | 74 | 345 | 82 | 58 | 87 | 112 | 90 |
| 23,000---23,999 | 418 | 79 | 317 | 86 | 78 | 90 | 70 | 92 |
| 22,000---22,999 | 374 | 84 | 278 | 90 | 64 | 93 | 120 | 95 |
| 21,000---21,999 | 304 | 88 | 264 | 93 | 99 | 96 | 66 | 96 |
| 20,000---20,999 | 330 | 92 | 258 | 96 | 9 | 97 | 31 | 97 |
| 19,000---19,999 | 288 | 95 | 164 | 98 | 25 | 98 | 12 | 98 |
| 18,000---18,999 | 217 | 98 | 87 | 99.2 | 14 | 98.9 | 33 | 99 |
| 17,000---17,999 | 120 | 99.3 | 45 | 99.8 | 22 | 99.8 | 25 | 99.2 |
| 16,000---16,999 | 52 | 99.9 | 15 | 99.97 | 4 | 99.9 | 10 | 99.4 |
| 15,000---15,999 | 7 | | 1 | | 1 | | 8 | 99.7 |
| 14,000---14,999 | 1 | | | | | | 13 | |
| 13,999 or less | 1 | | 1 | | | | | |
| Total Positions | 8,169 | | 7,962 | | 2,492 | | 3,765 | |
| Median Salary | $28,941 | | $30,534 | | $33,020 | | $36,250 | |

* Excludes Chicago

** Excludes Newberry Library, Canada Institute for Scientific and Technical Information, and New York Public Library

*** Excludes Canada Institute for Scientific and Technical Information

Note: Canadian salaries converted to U.S. dollars

TABLE 2: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL NON-UNIVERSITY LIBRARIES

| INSTITUTION | NUMBER OF STAFF | MEDIAN SALARIES | | BEGINNING PROFESSIONAL SALARIES | |
|---|---|---|---|---|---|
| | | FY 1987 | FY 1988 | FY 1987 | FY 1988 |
| Boston Public Library | 226 | $32,390 | $32,584 | $21,340 | $22,823 |
| Canada Institute for Scientific and Technical Information (* D) | U/A | 26,687 | 27,055 | 17,571 | 17,865 |
| Center for Research Libraries | 25 | 26,928 | 26,970 | 18,000 | 18,500 |
| Library of Congress | 2,657 | 35,000 | 36,300 | 16,040 | U/A |
| Linda Hall Library | 22 | 25,800 | 27,150 | 17,000 | 18,000 |
| National Agricultural Library (*) | 102 | 33,000 | 33,000 | 17,824 | 18,358 |
| National Library of Canada (* D) | 196 | 26,666 | 27,168 | 16,124 | 16,205 |
| National Library of Medicine (*) | 155 | 34,739 | 35,781 | 18,367 | 18,818 |
| New York Public Library (*) | 221 | 28,000 | 29,000 | 21,717 | 22,803 |
| New York State Library | 80 | 27,126 | 30,094 | 20,066 | 21,070 |
| Newberry Library | 26 | 23,700 | 24,650 | 17,824 | U/A |
| Smithsonian Institution Libraries | 55 | est. 35,000 | est. 37,000 | 17,824 | 18,358 |

* - See Footnotes
D - Canadian salaries expressed in U.S. dollars
U/A - Unavailable

TABLE 3: ANALYSIS OF SALARIES IN ARL NON-UNIVERSITY LIBRARIES

Salary figures for the past ten years are converted into index numbers and compared to Consumer Price Index (CPI), which has also been converted using July 1978 as the base.

| Fiscal Year | No. of Libs. | Total Staff | Median Salary | Median BPS* | Median Salary Index | BPS Index | Actual CPI | Adjusted CPI |
|---|---|---|---|---|---|---|---|---|
| 1988 | 11 | 3,765** | $36,250 | $18,405 | 196.8 | 170.0 | 340.8 | 186.6 |
| 1987 | 10 | 2,790*** | 33,020 | 17,912 | 179.3 | 165.6 | 328.0 | 179.6 |
| 1986 | 12 | 3,874 | 33,720 | 17,308 | 183.1 | 159.9 | 322.8 | 176.8 |
| 1985 | 11 | 3,840 | 33,863 | 16,500 | 183.8 | 152.4 | 311.7 | 170.7 |
| 1984 | 11 | 3,411 | 31,000 | 16,556 | 168.3 | 153.0 | 299.3 | 163.9 |
| 1983 | 11 | 4,929 | 25,373 | 15,487 | 137.7 | 143.1 | 292.2 | 160.0 |
| 1982 | 10 | 4,839 | 23,274 | 14,955 | 126.4 | 138.2 | 274.4 | 150.3 |
| 1981 | 12 | 5,171 | 20,301 | 12,651 | 110.2 | 116.9 | 247.8 | 135.7 |
| 1980 | 12 | 4,822 | 19,679 | 12.391 | 106.8 | 114.5 | 218.9 | 119.9 |
| 1979 | 11 | 4,570 | 18,567 | 11,460 | 100.8 | 105.9 | 196.7 | 107.7 |
| 1978 | 11 | 4,738 | 18,420 | 10,825 | 100 | 100 | 182.6 | 100 |

* Beginning Professional Salary
** Excludes Canada Institute for Scientific and Technical Information
*** Excludes Canada Institute for Scientific and Technical Information, New York Public Library, and Newberry Library
Note: Canadian salaries converted to U.S. dollars

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LIBRARIES

| INSTITUTION | FILLED POS. | AVERAGE SALARIES | MEDIAN SALARIES | | BEGINNING SALARIES | | AVERAGE YEARS EXP. |
|---|---|---|---|---|---|---|---|
| | FY 1988 | FY 1988 | FY 1987r | FY 1988 | FY 1987r | FY 1988 | FY 1988 |
| Alabama (*) | 35 | $26,155 | $23,350 | $25,100 | $16,500 | $18,800 | 11.1 |
| Alberta (* D) | 69 | 29,806 | 27,515 | 29,970 | 18,962 | 18,962 | 12.3 |
| Arizona | 68 | 30,759 | 26,799 | 29,608 | 17,800 | 20,000 | 11.3 |
| Arizona State | 63 | 31,486 | 27,875 | 29,106 | 18,800 | 19,500 | 12.8 |
| Boston | 50 | 28,611 | 25,073 | 27,000 | 18,500 | 19,975 | 12.9 |
| Brigham Young (*) | 82 | 28,169 | 26,400 | 26,500 | 19,000 | 19,500 | 12.5 |
| British Columbia (* D) | 87 | 29,545 | 26,039 | 28,843 | 17,010 | 17,010 | 16.4 |
| Brown (*) | 58 | 30,721 | 27,500 | 28,858 | 21,000 | 21,500 | 14.4 |
| Calif.,Berkeley (*) | 141 | 41,661 | 42,264 | 40,512 | 24,012 | 25,380 | 18.5 |
| Calif.,Davis (*) | 59 | 41,140 | 42,264 | 42,264 | 24,012 | 25,380 | 16.1 |
| Calif.,Irvine (*) | 42 | 39,463 | 39,456 | 39,456 | 24,012 | 25,380 | 13.7 |
| Calif.,Los Angeles (*) | 159 | 40,874 | 42,264 | 42,264 | 24,012 | 25,380 | 14.1 |
| Calif.,Riverside (*) | 33 | 38,015 | 37,572 | 36,828 | 24,012 | 25,380 | 12.6 |
| Calif.,San Diego (*) | 51 | 41,776 | 37,572 | 40,494 | 24,012 | 25,380 | 14.0 |
| Calif.,Santa Barbara(*) | 60 | 42,627 | 42,264 | 42,264 | 24,012 | 25,380 | 17.4 |
| Case Western Reserve | 29 | 27,966 | 25,402 | 27,260 | 17,500 | 18,000 | 13.5 |
| Chicago | 71 | 29,704 | 26,135 | 28,420 | 17,500 | 18,500 | 14.2 |
| Cincinnati (*) | 54 | 31,588 | 30,389 | 33,347 | 18,000 | 18,352 | 15.1 |
| Colorado | 42 | 31,501 | 29,793 | 30,611 | 19,000 | 21,000 | 15.5 |
| Colorado State | 40 | 31,278 | 27,550 | 30,000 | 22,500 | 22,500 | 18.2 |
| Columbia | 112 | 36,547 | 33,730 | 34,715 | 22,000 | 23,000 | 12.1 |

rFigures revised from 1986 survey

* - See Footnotes

D - Canadian salaries expressed in U.S. dollars

See Tables 22 and 28 for statistics related to medical and law library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

| INSTITUTION | FILLED POS. | AVERAGE SALARIES | MEDIAN SALARIES | | BEGINNING SALARIES | | AVERAGE YEARS EXP. |
|---|---|---|---|---|---|---|---|
| | FY 1988 | FY 1988 | FY 1987[r] | FY 1988 | FY 1987[r] | FY 1988 | FY 1988 |
| Connecticut | 56 | $35,302 | $31,981 | $33,570 | $18,452 | $20,500 | 15.8 |
| Cornell (*) | 113 | 32,610 | 28,400 | 30,013 | 18,000 | 18,750 | 15.6 |
| Dartmouth | 35 | 33,834 | 27,000 | 33,000 | 18,500 | 21,500 | 13.1 |
| Delaware (* +) | 47 | 28,847 | 23,800 | 25,000 | 18,200 | 20,000 | 9.1 |
| Duke (*) | 74 | 32,255 | 29,650 | 31,300 | 18,800 | 20,000 | 14.4 |
| Emory (*) | 45 | 30,067 | 26,250 | 27,400 | 17,500 | 18,000 | 14.8 |
| Florida (*) | 71 | 29,275 | 25,882 | 26,965 | 18,300 | 20,000 | 14.7 |
| Florida State (*) | 48 | 27,417 | 25,243 | 26,170 | 16,500 | 17,500 | 14.9 |
| Georgetown | 39 | 29,245 | 26,306 | 26,545 | 18,500 | 20,300 | 13.3 |
| Georgia | 63 | 27,490 | 24,069 | 25,004 | 17,200 | 18,000 | 9.6 |
| Georgia Tech | 40 | 27,800 | 23,250 | 24,200 | 17,500 | 18,000 | 12.3 |
| Guelph (D) | 30 | 34,491 | 30,875 | 34,241 | 17,204 | 18,012 | 15.9 |
| Harvard (*) | 238 | 32,118 | 27,600 | 29,394 | 18,800 | 19,700 | 12.1 |
| Hawaii (*) | 62 | 36,589 | 34,992 | 36,840 | 21,864 | 23,016 | 18.7 |
| Houston (*) | 40 | 29,185 | 26,844 | 27,642 | 17,000 | 17,000 | 11.8 |
| Howard | 61 | 31,400 | 26,654 | 29,386 | 21,231 | 21,231 | 14.7 |
| Illinois | 121 | 30,107 | 25,970 | 26,475 | 19,000 | 20,000 | 16.1 |
| Indiana (*) | 93 | 31,245 | 26,995 | 28,393 | 17,630 | 19,040 | 14.1 |
| Iowa | 62 | 31,708 | 29,500 | 31,258 | 18,500 | 19,290 | 14.1 |
| Iowa State | 44 | 32,269 | 26,675 | 29,207 | 18,000 | 18,700 | 15.2 |
| Johns Hopkins (*) | 54 | 30,361 | 27,893 | 29,050 | 18,491 | 19,616 | 13.0 |
| Kansas (*) | 71 | 25,786 | 24,108 | 25,440 | 18,000 | 18,500 | 12.9 |

[r]Figures revised from 1986 survey
* - See Footnotes
D - Canadian salaries expressed in U.S. dollars
+ - Excludes Salary of Director
See Tables 22 and 28 for statistics related to medical and law library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

| INSTITUTION | FILLED POS. | AVERAGE SALARIES | MEDIAN SALARIES | | BEGINNING SALARIES | | AVERAGE YEARS EXP. |
|---|---|---|---|---|---|---|---|
| | FY 1988 | FY 1988 | FY 1987[r] | FY 1988 | FY 1987[r] | FY 1988 | FY 1988 |
| Kent State | 40 | $32,217 | $32,308 | $30,075 | $19,556 | $19,556 | 15.6 |
| Kentucky (*) | 53 | 25,512 | 23,696 | 24,602 | 16,500 | 17,000 | 12.5 |
| Laval (* D) | 70 | 34,208 | 32,910 | 34,762 | 19,113 | 19,874 | 17.3 |
| Louisiana State (*) | 46 | 27,487 | 25,455 | 26,678 | 19,000 | 19,000 | 13.5 |
| McGill (D) | 62 | 30,143 | 27,067 | 29,184 | 16,645 | 17,651 | 14.0 |
| McMaster (D) | 30 | 30,503 | 28,072 | 30,625 | 15,889 | 16,718 | 15.2 |
| Manitoba (* D) | 47 | 30,076 | 29,051 | 30,360 | 16,216 | 16,216 | 15.2 |
| Maryland | 84 | 31,259 | 28,068 | 29,256 | 18,515 | 18,978 | 13.3 |
| Massachusetts | 57 | 38,111 | 36,162 | 37,535 | 20,000 | 21,600 | 17.5 |
| MIT | 82 | 30,848 | 27,600 | 28,700 | 19,000 | 20,000 | 11.3 |
| Miami | 43 | 29,015 | 27,600 | 28,000 | 20,000 | 20,000 | 18.5 |
| Michigan (*) | 93 | 33,004 | 29,072 | 31,810 | 19,500 | 21,000 | 14.5 |
| Michigan State | 76 | 29,947 | 28,100 | 27,813 | 19,000 | 20,000 | 13.9 |
| Minnesota | 103 | 34,023 | 29,753 | 30,598 | 19,896 | 19,896 | 16.6 |
| Missouri | 37 | 26,636 | 25,508 | 26,407 | 17,000 | 17,500 | 14.6 |
| Nebraska | 42 | 28,395 | 23,718 | 25,650 | 17,000 | 18,000 | 14.3 |
| New Mexico | 41 | 29,552 | 28,370 | 29,270 | 19,000 | 19,420 | 14.3 |
| New York | 55 | 31,650 | 29,477 | 31,650 | 23,000 | 25,000 | 12.7 |
| North Carolina (*) | 80 | 29,572 | 25,200 | 28,000 | 17,500 | 18,000 | 12.4 |
| North Carolina State | 41 | 29,763 | 25,100 | 27,804 | 19,000 | 19,500 | 13.1 |
| Northwestern (*) | 85 | 31,265 | 26,470 | 28,694 | 18,000 | 20,000 | 14.3 |

[r]Figures revised from 1986 survey
* - See Footnotes
D - Canadian salaries expressed in U.S. dollars
See Tables 22 and 28 for statistics related to medical and law library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

| INSTITUTION | FILLED POS. | AVERAGE SALARIES | MEDIAN SALARIES | | BEGINNING SALARIES | | AVERAGE YEARS EXP. |
|---|---|---|---|---|---|---|---|
| | FY 1988 | FY 1988 | FY 1987[r] | FY 1988 | FY 1987[r] | FY 1988 | FY 1988 |
| Notre Dame | 32 | $30,977 | $28,100 | $28,400 | $19,000 | $20,000 | 16.2 |
| Ohio State | 105 | 30,931 | 28,620 | 29,400 | 19,080 | 20,040 | 13.4 |
| Oklahoma | 27 | 26,019 | 24,150 | 24,937 | 17,000 | 18,000 | 11.0 |
| Oklahoma State (*) | 39 | 24,426 | 20,046 | 21,270 | 16,800 | 17,040 | 10.2 |
| Oregon | 54 | 30,189 | 26,788 | 28,875 | 18,500 | 19,000 | 14.7 |
| Pennsylvania | 74 | 31,740 | 26,725 | 29,450 | 17,925 | 20,000 | 15.1 |
| Pennsylvania State | 104 | 33,528 | 29,388 | 31,164 | 20,004 | 22,008 | 14.9 |
| Pittsburgh (*) | 55 | 30,571 | 25,537 | 28,964 | 17,000 | 17,000 | 14.3 |
| Princeton (*) | 106 | 33,406 | 30,200 | 31,800 | 19,200 | 20,500 | 13.2 |
| Purdue | 56 | 29,856 | 25,700 | 26,850 | 17,000 | 17,000 | 14.1 |
| Queen's (* D) | 31 | 28,115 | 24,255 | 26,357 | 17,461 | 18,204 | 14.6 |
| Rice | 39 | 27,557 | 23,400 | 26,150 | 19,000 | 20,000 | 8.9 |
| Rochester (*) | 49 | 27,600 | 23,950 | 27,191 | 15,200 | 16,500 | 15.5 |
| Rutgers (*) | 102 | 42,618 | 37,916 | 41,805 | 20,668 | 23,785 | 13.4 |
| Saskatchewan (* D) | 29 | 29,637 | 27,460 | 29,936 | 17,299 | 18,007 | 14.1 |
| South Carolina | 48 | 29,092 | 26,306 | 27,550 | 20,000 | 20,300 | 13.9 |
| Southern California (*) | 68 | 34,749 | 31,000 | 31,500 | 24,500 | 25,800 | 14.4 |
| Southern Illinois (*) | 48 | 31,777 | 29,700 | 30,156 | 19,200 | 19,500 | 17.4 |
| Stanford (*) | 138 | 40,594 | 36,677 | 37,903 | 24,800 | 25,800 | 18.0 |
| SUNY - Albany | 45 | 31,391 | 32,654 | 32,634 | 18,000 | 20,000 | 14.4 |
| SUNY - Buffalo (*) | 51 | 33,799 | 30,084 | 31,688 | 18,000 | 19,500 | 12.8 |

[r]Figures revised from 1986 survey
* - See Footnotes
D - Canadian salaries expressed in U.S. dollars
See Tables 22 and 28 for statistics related to medical and law library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

| INSTITUTION | FILLED POS. | AVERAGE SALARIES | MEDIAN SALARIES | | BEGINNING SALARIES | | AVERAGE YEARS EXP. |
|---|---|---|---|---|---|---|---|
| | FY 1988 | FY 1988 | FY 1987[r] | FY 1988 | FY 1987[r] | FY 1988 | FY 1988 |
| SUNY - Stony Brook (*) | 44 | $35,401 | $32,614 | $34,290 | $21,000 | $21,000 | 13.7 |
| Syracuse (*) | 50 | 28,213 | 26,145 | 26,828 | 17,000 | 18,000 | 14.0 |
| Temple (*) | 43 | 28,966 | 26,148 | 28,088 | 16,800 | 17,640 | 14.5 |
| Tennessee (*) | 50 | 29,522 | 25,536 | 27,343 | 17,500 | 19,000 | 13.2 |
| Texas (*) | 95 | 28,338 | 24,725 | 27,100 | 17,500 | 19,000 | 16.2 |
| Texas A & M (*) | 53 | 29,914 | 23,753 | 26,401 | 17,000 | 19,000 | 10.5 |
| Toronto (* D) | 131 | 32,234 | 32,367 | 32,792 | 17,498 | 18,233 | 17.1 |
| Tulane (*) | 33 | 26,943 | 24,550 | 25,050 | 18,000 | 19,000 | 15.1 |
| Utah | 41 | 27,606 | 24,450 | 25,350 | 18,000 | 18,000 | 12.1 |
| Vanderbilt | 61 | 27,681 | 23,450 | 25,200 | 17,000 | 19,000 | 11.0 |
| Virginia | 65 | 31,408 | 28,400 | 30,100 | 18,000 | 19,000 | 14.9 |
| Virginia Tech | 48 | 30,596 | 28,000 | 29,600 | 18,700 | 19,200 | 12.9 |
| Washington | 100 | 28,631 | 25,482 | 26,514 | 18,000 | 18,720 | 15.1 |
| Washington State | 44 | 29,469 | 27,398 | 28,768 | 18,000 | 18,000 | 13.8 |
| Washington, St. Louis | 39 | 28,362 | 24,749 | 25,933 | 18,336 | 19,152 | 11.1 |
| Waterloo (D) | 44 | 31,008 | 27,210 | 29,922 | 18,157 | 18,920 | 13.0 |
| Wayne State | 43 | 33,001 | 30,100 | 31,466 | 21,000 | 22,000 | 13.3 |
| Western Ontario (D) | 42 | 28,335 | 24,700 | 27,658 | 16,667 | 17,535 | 15.4 |
| Wisconsin | 98 | 32,773 | 28,869 | 30,697 | 20,100 | 22,203 | 14.7 |
| Yale (*) | 111 | 37,388 | 32,915 | 33,550 | 22,500 | 23,500 | 15.1 |
| York (D) | 42 | 34,756 | 32,680 | 35,243 | 17,658 | 18,718 | 17.3 |

[r]Figures revised from 1986 survey
* - See Footnotes
D - Canadian salaries expressed in U.S. dollars
See Tables 22 and 28 for statistics related to medical and law library salaries

## TABLE 5: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

### RANK ORDER TABLE, FISCAL YEAR 1987

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 24,000 and over
2- 21,000-23,999
3- 20,000-20,999
4- 19,000-19,999
5- 18,000-18,999
6- 17,000-17,999
7- 16,000-16,999
8- below 16,000

| GROUP | RANK | INSTITUTION | SALARY |
|---|---|---|---|
| 1 | 1 | Stanford | $24,800 |
| | 2 | Southern California | 24,500 |
| | 3 | Calif., Berkeley | 24,012 |
| | 3 | Calif., Davis | 24,012 |
| | 3 | Calif., Irvine | 24,012 |
| | 3 | Calif., Los Angeles | 24,012 |
| | 3 | Calif., Riverside | 24,012 |
| | 3 | Calif., San Diego | 24,012 |
| | 3 | Calif., Santa Barbara | 24,012 |
| 2 | 10 | New York | 23,000 |
| | 11 | Colorado State | 22,500 |
| | 11 | Yale | 22,500 |
| | 13 | Columbia | 22,000 |
| | 14 | Hawaii | 21,864 |
| | 15 | Howard | 21,231 |
| | 16 | Brown | 21,000 |
| | 16 | SUNY - Stony Brook | 21,000 |
| | 16 | Wayne State | 21,000 |
| 3 | 19 | Rutgers | 20,668 |
| | 20 | Wisconsin | 20,100 |
| | 21 | Pennsylvania State | 20,004 |
| | 22 | Massachusetts | 20,000 |
| | 22 | Miami | 20,000 |
| | 22 | South Carolina | 20,000 |
| 4 | 25 | Minnesota | 19,896 |
| | 26 | Kent State | 19,556 |
| | 27 | Michigan | 19,500 |
| | 28 | Princeton | 19,200 |
| | 28 | Southern Illinois | 19,200 |
| | 30 | Laval | 19,113 |
| | 31 | Ohio State | 19,080 |
| | 32 | Brigham Young | 19,000 |
| | 32 | Colorado | 19,000 |
| | 32 | Illinois | 19,000 |
| | 32 | Louisiana State | 19,000 |
| | 32 | MIT | 19,000 |
| | 32 | Michigan State | 19,000 |
| | 32 | New Mexico | 19,000 |
| | 32 | North Carolina State | 19,000 |
| | 32 | Notre Dame | 19,000 |
| | 32 | Rice | 19,000 |
| | 32 | Tennessee | 19,000 |
| 5 | 43 | Alberta | 18,962 |
| | 44 | Arizona State | 18,800 |
| | 44 | Duke | 18,800 |
| | 44 | Harvard | 18,800 |
| | 47 | Virginia Tech | 18,700 |
| | 48 | Maryland | 18,515 |
| | 49 | Boston | 18,500 |
| | 49 | Dartmouth | 18,500 |
| | 49 | Georgetown | 18,500 |
| | 49 | Iowa | 18,500 |
| | 49 | Oregon | 18,500 |
| | 54 | Johns Hopkins | $18,491 |
| | 55 | Connecticut | 18,452 |
| | 56 | Washington, St. Louis | 18,336 |
| | 57 | Florida | 18,300 |
| | 58 | Delaware | 18,200 |
| | 59 | Waterloo | 18,157 |
| | 60 | Cincinnati | 18,000 |
| | 60 | Cornell | 18,000 |
| | 60 | Iowa State | 18,000 |
| | 60 | Kansas | 18,000 |
| | 60 | Northwestern | 18,000 |
| | 60 | SUNY - Albany | 18,000 |
| | 60 | SUNY - Buffalo | 18,000 |
| | 60 | Tulane | 18,000 |
| | 60 | Utah | 18,000 |
| | 60 | Virginia | 18,000 |
| | 60 | Washington | 18,000 |
| | 60 | Washington State | 18,000 |
| 6 | 72 | Pennsylvania | 17,925 |
| | 73 | Arizona | 17,800 |
| | 74 | Indiana | 17,630 |
| | 75 | Case Western Reserve | 17,500 |
| | 75 | Chicago | 17,500 |
| | 75 | Emory | 17,500 |
| | 75 | Georgia Tech | 17,500 |
| | 75 | North Carolina | 17,500 |
| | 75 | Texas | 17,500 |
| | 81 | Toronto | 17,498 |
| | 82 | Queen's | 17,461 |
| | 83 | Saskatchewan | 17,299 |
| | 84 | Guelph | 17,204 |
| | 85 | Georgia | 17,200 |
| | 86 | British Columbia | 17,010 |
| | 87 | Houston | 17,000 |
| | 87 | Missouri | 17,000 |
| | 87 | Nebraska | 17,000 |
| | 87 | Oklahoma | 17,000 |
| | 87 | Pittsburgh | 17,000 |
| | 87 | Purdue | 17,000 |
| | 87 | Syracuse | 17,000 |
| | 87 | Texas A & M | 17,000 |
| | 87 | Vanderbilt | 17,000 |
| 7 | 96 | Oklahoma State | 16,800 |
| | 96 | Temple | 16,800 |
| | 98 | Western Ontario | 16,667 |
| | 99 | McGill | 16,645 |
| | 100 | Alabama | 16,500 |
| | 100 | Florida State | 16,500 |
| | 100 | Kentucky | 16,500 |
| | 103 | Manitoba | 16,216 |
| 8 | 104 | McMaster | 15,889 |
| | 105 | Rochester | 15,200 |
| | 106 | York | 14,499 |

All Canadian salaries and some U.S. salaries revised from 1986 Survey figures.
See Tables 22 through 33 for statistics related to medical and law library salaries.
Canadian salaries expressed in U.S. dollars.

## TABLE 6: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

### RANK ORDER TABLE, FISCAL YEAR 1988

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 25,000 and over
2- 22,000-24,999
3- 21,000-21,999
4- 20,000-20,999
5- 19,000-19,999
6- 18,000-18,999
8- 17,000-17,999
8- below 17,000

| GROUP | RANK | INSTITUTION | SALARY |
|---|---|---|---|
| 1 | 1 | Southern California | $25,800 |
| | 1 | Stanford | 25,800 |
| | 3 | Calif., Berkeley | 25,380 |
| | 3 | Calif., Davis | 25,380 |
| | 3 | Calif., Irvine | 25,380 |
| | 3 | Calif., Los Angeles | 25,380 |
| | 3 | Calif., Riverside | 25,380 |
| | 3 | Calif., San Diego | 25,380 |
| | 3 | Calif., Santa Barbara | 25,380 |
| | 10 | New York | 25,000 |
| 2 | 11 | Rutgers | 23,785 |
| | 12 | Yale | 23,500 |
| | 13 | Hawaii | 23,016 |
| | 14 | Columbia | 23,000 |
| | 15 | Colorado State | 22,500 |
| | 16 | Wisconsin | 22,203 |
| | 17 | Pennsylvania State | 22,008 |
| | 18 | Wayne State | 22,000 |
| 3 | 19 | Massachusetts | 21,600 |
| | 20 | Brown | 21,500 |
| | 20 | Dartmouth | 21,500 |
| | 20 | SUNY - Stony Brook | 21,500 |
| | 23 | Howard | 21,231 |
| | 24 | Colorado | 21,000 |
| | 24 | Michigan | 21,000 |
| 4 | 26 | Connecticut | 20,500 |
| | 26 | Princeton | 20,500 |
| | 28 | Georgetown | 20,300 |
| | 28 | South Carolina | 20,300 |
| | 30 | Ohio State | 20,040 |
| | 31 | Arizona | 20,000 |
| | 31 | Delaware | 20,000 |
| | 31 | Duke | 20,000 |
| | 31 | Florida | 20,000 |
| | 31 | Illinois | 20,000 |
| | 31 | MIT | 20,000 |
| | 31 | Miami | 20,000 |
| | 31 | Michigan State | 20,000 |
| | 31 | Northwestern | 20,000 |
| | 31 | Notre Dame | 20,000 |
| | 31 | Pennsylvania | 20,000 |
| | 31 | Rice | 20,000 |
| | 31 | SUNY - Albany | 20,000 |
| 5 | 44 | Boston | 19,975 |
| | 45 | Minnesota | 19,896 |
| | 46 | Laval | 19,874 |
| | 47 | Harvard | 19,700 |
| | 48 | Johns Hopkins | 19,616 |
| | 49 | Kent State | 19,556 |
| | 50 | Arizona State | 19,500 |
| | 50 | Brigham Young | 19,500 |
| | 50 | North Carolina State | 19,500 |
| | 50 | Southern Illinois | 19,500 |
| | 50 | SUNY - Buffalo | 19,500 |
| | 55 | New Mexico | $19,420 |
| | 56 | Iowa | 19,290 |
| | 57 | Virginia Tech | 19,200 |
| | 58 | Washington, St. Louis | 19,152 |
| | 59 | Indiana | 19,040 |
| | 60 | Louisiana State | 19,000 |
| | 60 | Oregon | 19,000 |
| | 60 | Tennessee | 19,000 |
| | 60 | Texas | 19,000 |
| | 60 | Texas A & M | 19,000 |
| | 60 | Tulane | 19,000 |
| | 60 | Vanderbilt | 19,000 |
| | 60 | Virginia | 19,000 |
| 6 | 68 | Maryland | 18,987 |
| | 69 | Alberta | 18,962 |
| | 70 | Waterloo | 18,920 |
| | 71 | Cornell | 18,750 |
| | 72 | Washington | 18,720 |
| | 73 | York | 18,718 |
| | 74 | Iowa State | 18,700 |
| | 75 | Chicago | 18,500 |
| | 75 | Kansas | 18,500 |
| | 77 | Cincinnati | 18,352 |
| | 78 | Toronto | 18,233 |
| | 79 | Queen's | 18,204 |
| | 80 | Guelph | 18,012 |
| | 81 | Saskatchewan | 18,007 |
| | 82 | Alabama | 18,000 |
| | 82 | Case Western Reserve | 18,000 |
| | 82 | Emory | 18,000 |
| | 82 | Georgia | 18,000 |
| | 82 | Georgia Tech | 18,000 |
| | 82 | Nebraska | 18,000 |
| | 82 | North Carolina | 18,000 |
| | 82 | Oklahoma | 18,000 |
| | 82 | Syracuse | 18,000 |
| | 82 | Utah | 18,000 |
| | 82 | Washington State | 18,000 |
| 7 | 93 | McGill | 17,651 |
| | 94 | Temple | 17,640 |
| | 95 | Western Ontario | 17,535 |
| | 96 | Florida State | 17,500 |
| | 96 | Missouri | 17,500 |
| | 96 | Oklahoma State | 17,500 |
| | 99 | British Columbia | 17,010 |
| | 100 | Houston | 17,000 |
| | 100 | Kentucky | 17,000 |
| | 100 | Pittsburgh | 17,000 |
| | 100 | Purdue | 17,000 |
| 8 | 104 | McMaster | 16,718 |
| | 105 | Rochester | 16,500 |
| | 106 | Manitoba | 16,216 |

Canadian salaries expressed in U.S. dollars.
See Tables 23 and 29 for statistics related to medical and library salaries.

## TABLE 7: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

### RANK ORDER TABLE, FISCAL YEAR 1987

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 36,000 and over
2- 32,000-35,999
3- 30,000-31,999
4- 29,000-29,999
5- 28,000-28,999
6- 27,000-27,999
7- 26,000-26,999
8- 25,000-25,999
9- 24,000-24,999
10- below 24,000

| GROUP | RANK | INSTITUTION | SALARY |
|---|---|---|---|
| 1 | 1 | Calif., Berkeley | $40,264 |
| | 1 | Calif., Davis | 40,264 |
| | 1 | Calif., Los Angeles | 40,264 |
| | 1 | Calif., Santa Barbara | 40,264 |
| | 5 | Calif., Irvine | 39,456 |
| | 6 | Rutgers | 37,916 |
| | 7 | Calif., Riverside | 37,572 |
| | 7 | Calif., San Diego | 37,572 |
| | 9 | Stanford | 36,677 |
| | 10 | Massachusetts | 36,162 |
| 2 | 11 | Hawaii | 34,992 |
| | 12 | Columbia | 33,730 |
| | 13 | Yale | 32,915 |
| | 14 | Laval | 32,910 |
| | 15 | SUNY - Albany | 32,654 |
| | 16 | SUNY Stony Brook | 32,614 |
| | 17 | Toronto | 32,367 |
| | 18 | Kent State | 32,308 |
| 3 | 19 | Connecticut | 31,981 |
| | 20 | Southern California | 31,000 |
| | 21 | Guelph | 30,875 |
| | 22 | Cincinnati | 30,389 |
| | 23 | Princeton | 30,200 |
| | 24 | Wayne State | 30,100 |
| | 25 | SUNY - Buffalo | 30,084 |
| 4 | 26 | Colorado | 29,793 |
| | 27 | Minnesota | 29,753 |
| | 28 | Southern Illinois | 29,700 |
| | 29 | Duke | 29,650 |
| | 30 | Iowa | 29,500 |
| | 31 | New York | 29,477 |
| | 32 | Pennsylvania State | 29,388 |
| | 33 | Michigan | 29,072 |
| | 34 | Manitoba | 29,051 |
| 5 | 35 | Wisconsin | 28,869 |
| | 36 | Ohio State | 28,620 |
| | 37 | Cornell | 28,400 |
| | 38 | Virginia | 28,400 |
| | 39 | New Mexico | 28,370 |
| | 40 | Michigan State | 28,100 |
| | 41 | Notre Dame | 28,100 |
| | 42 | McMaster | 28,072 |
| | 43 | Maryland | 28,068 |
| | 44 | Virginia Tech | 28,000 |
| 6 | 45 | Arizona State | 27,875 |
| | 46 | Johns Hopkins | 27,839 |
| | 47 | Harvard | 27,600 |
| | 47 | MIT | 27,600 |
| | 47 | Miami | 27,600 |
| | 50 | Colorado State | 27,550 |
| | 51 | Alberta | 27,515 |
| | 52 | Brown | 27,500 |
| | 53 | Saskatchewan | 27,460 |
| | 54 | Washington State | $27,398 |
| | 55 | Waterloo | 27,210 |
| | 56 | McGill | 27,067 |
| | 57 | Dartmouth | 27,000 |
| 7 | 58 | Indiana | 26,995 |
| | 59 | Houston | 26,844 |
| | 60 | Arizona | 26,799 |
| | 61 | Oregon | 26,788 |
| | 62 | Pennsylvania | 26,725 |
| | 63 | Iowa State | 26,675 |
| | 64 | Howaard | 26,654 |
| | 65 | Northwestern | 26,470 |
| | 66 | Brigham Young | 26,400 |
| | 67 | Georgetown | 26,306 |
| | 67 | South Carolina | 26,306 |
| | 69 | Emory | 26,250 |
| | 70 | Temple | 26,148 |
| | 71 | Syracuse | 26,145 |
| | 72 | Chicago | 26,135 |
| | 73 | British Columbia | 26,039 |
| 8 | 74 | Illinois | 25,970 |
| | 75 | Florida | 25,882 |
| | 76 | Purdue | 25,700 |
| | 77 | Pittsburgh | 25,537 |
| | 78 | Tennessee | 25,536 |
| | 79 | Missouri | 25,508 |
| | 80 | Washington | 25,482 |
| | 81 | Louisiana State | 25,455 |
| | 82 | Case Western Reserve | 25,402 |
| | 83 | Florida State | 25,243 |
| | 84 | North Carolina | 25,200 |
| | 85 | North Carolina State | 25,100 |
| | 86 | Boston | 25,073 |
| 9 | 87 | Washington, St. Louis | 24,749 |
| | 88 | Western Ontario | 24,740 |
| | 89 | Texas | 24,725 |
| | 90 | Tulane | 24,550 |
| | 91 | Utah | 24,450 |
| | 92 | Queen's | 24,255 |
| | 93 | Oklahoma | 24,150 |
| | 94 | Kansas | 24,108 |
| | 95 | Georgia | 24,069 |
| | 96 | York | 24,026 |
| 10 | 97 | Rochester | 23,950 |
| | 98 | Delaware | 23,800 |
| | 99 | Texas A & M | 23,753 |
| | 100 | Nebraska | 23,718 |
| | 101 | Kentucky | 23,696 |
| | 102 | Vanderbilt | 23,450 |
| | 103 | Rice | 23,400 |
| | 104 | Alabama | 23,350 |
| | 105 | Georgia Tech | 23,250 |
| | 106 | Oklahoma State | 20,046 |

All Canadian salaries and some U.S. salaries revised from 1986 Survey.
Canadian salaries expressed in U.S. dollars.
See Tables 22 through 33 for statistics related to medical and law library salaries.

## TABLE 8: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

### RANK ORDER TABLE, FISCAL YEAR 1988

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 36,000 and over
2- 32,000-35,999
3- 30,000-31,999
4- 29,000-29,999
5- 28,000-28,999
6- 27,000-27,999
7- 26,000-26,999
8- 25,000-25,999
9- 24,000-24,999
10- below 24,000

| GROUP | RANK | INSTITUTION | SALARY |
|---|---|---|---|
| 1 | 1 | Calif., Davis | $42,264 |
| | 1 | Calif., Los Angeles | 42,264 |
| | 1 | Calif., Santo Barbara | 42,264 |
| | 4 | Rutgers | 41,805 |
| | 5 | Calif., Berkeley | 40,512 |
| | 6 | Calif., San Diego | 40,494 |
| | 7 | Calif., Irvine | 39,456 |
| | 8 | Stanford | 37,903 |
| | 9 | Massachusetts | 37,535 |
| | 10 | Hawaii | 36,840 |
| | 11 | Calif., Riverside | 36,828 |
| 2 | 12 | York | 35,243 |
| | 13 | Laval | 34,762 |
| | 14 | Columbia | 34,715 |
| | 15 | SUNY - Stony Brook | 34,290 |
| | 16 | Guelph | 34,241 |
| | 17 | Connecticut | 33,570 |
| | 18 | Yale | 33,550 |
| | 19 | Cincinnati | 33,347 |
| | 20 | Dartmouth | 33,000 |
| | 21 | Toronto | 32,792 |
| | 22 | SUNY - Albany | 32,634 |
| 3 | 23 | Michigan | 31,810 |
| | 24 | Princeton | 31,800 |
| | 25 | SUNY - Buffalo | 31,688 |
| | 26 | New York | 31,650 |
| | 27 | Southern California | 31,500 |
| | 28 | Wayne State | 31,466 |
| | 29 | Duke | 31,300 |
| | 30 | Iowa | 31,258 |
| | 31 | Pennsylvania State | 31,164 |
| | 32 | Wisconsin | 30,697 |
| | 33 | McMaster | 30,625 |
| | 34 | Colorado | 30,611 |
| | 35 | Minnesota | 30,598 |
| | 36 | Manitoba | 30,360 |
| | 37 | Southern Illinois | 30,156 |
| | 38 | Virginia | 30,100 |
| | 39 | Kent State | 30,075 |
| | 40 | Cornell | 30,013 |
| | 41 | Colorado State | 30,000 |
| 4 | 42 | Alberta | 29,970 |
| | 43 | Saskatchewan | 29,963 |
| | 44 | Waterloo | 29,922 |
| | 45 | Arizona | 29,608 |
| | 46 | Virginia Tech | 29,600 |
| | 47 | Pennsylvania | 29,450 |
| | 48 | Ohio State | 29,400 |
| | 49 | Harvard | 29,394 |
| | 50 | Howard | 29,386 |
| | 51 | New Mexico | 29,270 |
| | 52 | Maryland | 29,256 |
| | 53 | Iowa State | 29,207 |
| | 54 | McGill | 29,184 |
| 5 | 55 | Arizona State | $29,106 |
| | 56 | Johns Hopkins | 29,050 |
| | 57 | Pittsburgh | 28,964 |
| | 58 | Oregon | 28,875 |
| | 59 | Brown | 28,858 |
| | 60 | British Columbia | 28,843 |
| | 61 | Washington State | 28,768 |
| | 62 | MIT | 28,700 |
| | 63 | Northwestern | 28,694 |
| | 64 | Chicago | 28,420 |
| | 65 | Notre Dame | 28,400 |
| | 66 | Indiana | 28,393 |
| | 67 | Temple | 28,088 |
| | 68 | Miami | 28,000 |
| | 68 | North Carolina | 28,000 |
| 6 | 70 | Michigan State | 27,813 |
| | 71 | North Carolina State | 27,804 |
| | 72 | Western Ontario | 27,658 |
| | 73 | Houston | 27,642 |
| | 74 | South Carolina | 27,550 |
| | 75 | Emory | 27,400 |
| | 76 | Tennessee | 27,343 |
| | 77 | Case Western Reserve | 27,260 |
| | 78 | Rochester | 27,191 |
| | 79 | Texas | 27,100 |
| | 80 | Boston | 27,000 |
| 7 | 81 | Florida | 26,965 |
| | 82 | Purdue | 26,850 |
| | 83 | Syracuse | 26,828 |
| | 84 | Louisiana State | 26,678 |
| | 85 | Georgetown | 26,545 |
| | 86 | Washington | 26,514 |
| | 87 | Brigham Young | 26,500 |
| | 88 | Illinois | 26,475 |
| | 89 | Missouri | 26,407 |
| | 90 | Texas A & M | 26,401 |
| | 91 | Queen's | 26,357 |
| | 92 | Florida State | 26,170 |
| | 93 | Rice | 26,150 |
| 8 | 94 | Washington, St Louis | 25,933 |
| | 95 | Nebraska | 25,650 |
| | 96 | Kansas | 25,440 |
| | 97 | Utah | 25,350 |
| | 98 | Vanderbilt | 25,200 |
| | 99 | Alabama | 25,100 |
| | 100 | Tulane | 25,050 |
| | 101 | Georgia | 25,004 |
| | 102 | Delaware | 25,000 |
| 9 | 103 | Oklahoma | 24,937 |
| | 104 | Kentucky | 24,602 |
| | 105 | Georgia Tech | 24,200 |
| 10 | 106 | Oklahoma State | 21,270 |

Canadian salaries expressed in U.S. dollars.
See Tables 24 and 30 for statistics related to medical and law library salaries.

TABLE 9: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1984-88

| INSTITUTION | MEDIAN SALARIES | | | | | BEGINNING PROFESSIONAL SALARIES | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| FY | 1984 | 1985 | 1986 | 1987[r] | 1988 | 1984 | 1985 | 1986 | 1987[r] | 1988 |
| Alabama | 104 | 109 | 105 | 104 | 99 | 70 | 95 | 76 | 100 | 82 |
| Alberta | 11 | 20 | 25 | 51 | 42 | 4 | 20 | 44 | 42 | 69 |
| Arizona | 71 | 79 | 95 | 60 | 45 | 30 | 29 | 58 | 73 | 31 |
| Arizona State | 51 | 54 | 28 | 45 | 55 | 36 | 60 | 30 | 44 | 50 |
| Boston | 76 | 93 | 95 | 86 | 80 | 39 | 32 | 61 | 49 | 44 |
| Brigham Young | 50 | 53 | 48 | 66 | 87 | 39 | 60 | 30 | 32 | 50 |
| British Columbia | 13 | 27 | 54 | 73 | 60 | 14 | 28 | 74 | 86 | 99 |
| Brown | 75 | 73 | 83 | 52 | 59 | 18 | 16 | 15 | 16 | 20 |
| Calif., Berkeley | 7 | 1 | 1 | 1 | 5 | 13 | 2 | 2 | 3 | 3 |
| Calif., Davis | 1 | 1 | 7 | 1 | 1 | 7 | 2 | 2 | 3 | 3 |
| Calif., Irvine | 8 | 5 | 8 | 5 | 7 | 7 | 2 | 2 | 3 | 3 |
| Calif., Los Angeles | 4 | 4 | 1 | 1 | 1 | 12 | 2 | 2 | 3 | 3 |
| Calif., Riverside | 19 | 8 | 5 | 7 | 11 | 7 | 2 | 2 | 3 | 3 |
| Calif., San Diego | 1 | 8 | 5 | 7 | 6 | 7 | 2 | 2 | 3 | 3 |
| Calif., Santa Barbara | 3 | 1 | 1 | 1 | 1 | 7 | 2 | 2 | 3 | 3 |
| Case Western Reserve | 85 | 62 | 81 | 82 | 77 | 54 | 86 | 90 | 75 | 82 |
| Chicago | 79 | 67 | 67 | 72 | 64 | 85 | 94 | 94 | 75 | 75 |
| Cincinnati | 37 | 23 | 21 | 22 | 19 | 92 | 47 | 48 | 60 | 77 |
| Colorado | 29 | 24 | 23 | 26 | 34 | 59 | 21 | 21 | 32 | 24 |
| Colorado State | 32 | 35 | 30 | 50 | 41 | 5 | 17 | 9 | 11 | 15 |
| Columbia | 20 | 11 | 12 | 12 | 14 | 15 | 13 | 18 | 13 | 14 |
| Connecticut | 31 | 34 | 22 | 19 | 17 | 70 | 19 | 27 | 55 | 26 |
| Cornell | 43 | 36 | 30 | 37 | 40 | 56 | 56 | 61 | 60 | 71 |
| Dartmouth | 66 | 70 | 78 | 57 | 20 | 59 | 47 | 48 | 49 | 20 |
| Delaware | 88 | 86 | 77 | 98 | 102 | 96 | 56 | 48 | 58 | 31 |
| Duke | 38 | 25 | 36 | 29 | 29 | 30 | 32 | 45 | 44 | 31 |
| Emory | 90 | 88 | 56 | 69 | 75 | 70 | 65 | 61 | 75 | 82 |
| Florida | 101 | 103 | 99 | 75 | 81 | 104 | 99 | 30 | 57 | 31 |
| Florida State | 70 | 68 | 99 | 83 | 92 | 105 | 102 | 104 | 100 | 96 |
| Georgetown | 62 | 58 | 80 | 76 | 85 | 70 | 90 | 61 | 49 | 28 |
| Georgia | 64 | 97 | 91 | 95 | 101 | 83 | 93 | 76 | 85 | 82 |
| Georgia Tech | 105 | 105 | 104 | 105 | 105 | 93 | 47 | 76 | 75 | 82 |
| Guelph | 9 | 16 | 14 | 21 | 16 | 22 | 42 | 89 | 84 | 80 |
| Harvard | 34 | 42 | 60 | 47 | 49 | 28 | 27 | 29 | 44 | 47 |
| Hawaii | 21 | 19 | 27 | 11 | 10 | 37 | 46 | 12 | 14 | 13 |
| Houston | 42 | 52 | 59 | 59 | 73 | 59 | 65 | 76 | 87 | 100 |
| Howard | 15 | 28 | 44 | 64 | 50 | 2 | 9 | 14 | 15 | 23 |
| Illinois | 57 | 61 | 82 | 74 | 88 | 86 | 65 | 48 | 32 | 31 |
| Indiana | 84 | 78 | 84 | 58 | 66 | 86 | 97 | 102 | 74 | 59 |

[r] 1987 rankings revised from 1986 Survey based on current reports.
** - Institution not an ARL member during this period

TABLE 9 continued: SUMMARY OF RANKINGS

| INSTITUTION | MEDIAN SALARIES | | | | | BEGINNING PROFESSIONAL SALARIES | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | FY 1984 | 1985 | 1986 | 1987r | 1988 | FY 1984 | 1985 | 1986 | 1987r | 1988 |
| Iowa | 67 | 41 | 65 | 30 | 30 | 53 | 32 | 48 | 49 | 56 |
| Iowa State | 65 | 63 | 90 | 63 | 53 | 59 | 47 | 48 | 60 | 74 |
| Johns Hopkins | 61 | 64 | 57 | 46 | 56 | 59 | 59 | 60 | 54 | 48 |
| Kansas | 89 | 89 | 93 | 94 | 96 | 70 | 65 | 76 | 60 | 75 |
| Kent State | 12 | 10 | 11 | 18 | 39 | 15 | 21 | 17 | 26 | 49 |
| Kentucky | 82 | 100 | 102 | 101 | 104 | 70 | 90 | 94 | 100 | 100 |
| Laval | ** | ** | 35 | 14 | 13 | ** | ** | 92 | 30 | 46 |
| Louisiana State | 60 | 48 | 71 | 81 | 84 | 86 | 47 | 76 | 32 | 60 |
| McGill | 18 | 32 | 38 | 56 | 54 | 21 | 62 | 100 | 99 | 93 |
| McMaster | 48 | 49 | 39 | 42 | 33 | 69 | 98 | 103 | 104 | 104 |
| Manitoba | 14 | 14 | 41 | 34 | 36 | 58 | 88 | 101 | 103 | 106 |
| Maryland | 74 | 60 | 45 | 43 | 52 | 84 | 55 | 55 | 48 | 68 |
| Massachusetts | 17 | 12 | 10 | 10 | 9 | 26 | 18 | 18 | 22 | 19 |
| MIT | 46 | 57 | 52 | 47 | 62 | 23 | 21 | 28 | 32 | 31 |
| Miami | 41 | 59 | 49 | 47 | 68 | 96 | 104 | 94 | 22 | 31 |
| Michigan | 55 | 46 | 40 | 33 | 23 | 39 | 32 | 25 | 27 | 24 |
| Michigan State | 44 | 75 | 72 | 40 | 70 | 30 | 32 | 30 | 32 | 31 |
| Minnesota | 25 | 22 | 17 | 27 | 35 | 3 | 11 | 20 | 25 | 45 |
| Missouri | 94 | 90 | 89 | 79 | 89 | 103 | 100 | 94 | 87 | 96 |
| Nebraska | 102 | 84 | 92 | 100 | 95 | 30 | 32 | 61 | 87 | 82 |
| New Mexico | 68 | 50 | 42 | 39 | 51 | 39 | 32 | 30 | 32 | 55 |
| New York | 27 | 43 | 51 | 31 | 26 | 19 | 13 | 9 | 10 | 10 |
| North Carolina | 97 | 85 | 69 | 84 | 68 | 70 | 65 | 76 | 75 | 82 |
| North Carolina State | 87 | 77 | 70 | 85 | 71 | 86 | 65 | 30 | 32 | 50 |
| Northwestern | 62 | 71 | 47 | 65 | 63 | 39 | 65 | 30 | 60 | 31 |
| Notre Dame | 78 | 69 | 32 | 40 | 65 | 86 | 90 | 61 | 32 | 31 |
| Ohio State | 30 | 31 | 29 | 36 | 48 | 35 | 31 | 30 | 31 | 30 |
| Oklahoma | 44 | 96 | 88 | 93 | 103 | 56 | 65 | 61 | 87 | 82 |
| Oklahoma State | 103 | 104 | 106 | 106 | 106 | 94 | 89 | 73 | 96 | 98 |
| Oregon | 49 | 65 | 62 | 61 | 58 | 39 | 21 | 30 | 49 | 60 |
| Pennsylvania | 40 | 39 | 43 | 62 | 47 | 39 | 43 | 57 | 72 | 31 |
| Pennsylvania State | 36 | 47 | 32 | 32 | 31 | 38 | 43 | 24 | 21 | 17 |
| Pittsburgh | 80 | 51 | 64 | 77 | 57 | 70 | 65 | 75 | 87 | 100 |
| Princeton | 32 | 33 | 34 | 23 | 24 | 30 | 32 | 25 | 28 | 26 |
| Purdue | 53 | 45 | 58 | 76 | 82 | 59 | 65 | 76 | 87 | 100 |
| Queen's | 52 | 81 | 101 | 92 | 91 | 95 | 103 | 76 | 82 | 79 |
| Rice | 99 | 92 | 95 | 103 | 93 | 39 | 32 | 30 | 32 | 31 |
| Rochester | 59 | 37 | 75 | 97 | 78 | 102 | 105 | 105 | 105 | 105 |
| Rutgers | 6 | 6 | 4 | 6 | 4 | 6 | 12 | 13 | 19 | 11 |

r 1987 rankings revised from 1986 Survey based on current reports.
** - Institution not an ARL member during this period

TABLE 9 continued: SUMMARY OF RANKINGS

| INSTITUTION | MEDIAN SALARIES | | | | | BEGINNING PROFESSIONAL SALARIES | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | FY 1984 | 1985 | 1986 | 1987[r] | 1988 | FY 1984 | 1985 | 1986 | 1987[r] | 1988 |
| Saskatchewan | 58 | 40 | 48 | 53 | 43 | 20 | 53 | 88 | 83 | 81 |
| South Carolina | 95 | 95 | 74 | 67 | 74 | 96 | 65 | 23 | 22 | 28 |
| Southern California | 28 | 26 | 19 | 20 | 27 | 39 | 65 | 16 | 2 | 1 |
| Southern Illinois | 56 | 55 | 37 | 28 | 37 | 59 | 56 | 43 | 28 | 50 |
| Stanford | 5 | 7 | 9 | 9 | 8 | 1 | 1 | 1 | 1 | 1 |
| SUNY - Albany | 69 | 38 | 20 | 15 | 22 | 39 | 47 | 48 | 60 | 31 |
| SUNY - Buffalo | 35 | 21 | 18 | 25 | 25 | 70 | 65 | 61 | 60 | 50 |
| SUNY - Stony Brook | 24 | 17 | 15 | 16 | 15 | 39 | 32 | 30 | 16 | 20 |
| Syracuse | 73 | 74 | 73 | 71 | 83 | 70 | 65 | 94 | 87 | 82 |
| Temple | 81 | 83 | 63 | 70 | 67 | 101 | 65 | 94 | 96 | 94 |
| Tennessee | 98 | 82 | 79 | 78 | 76 | 96 | 65 | 76 | 32 | 60 |
| Texas | 72 | 66 | 68 | 89 | 79 | 39 | 54 | 61 | 75 | 60 |
| Texas A & M | 77 | 101 | 76 | 99 | 90 | 59 | 65 | 76 | 87 | 60 |
| Toronto | 16 | 29 | 24 | 17 | 21 | 29 | 64 | 93 | 81 | 78 |
| Tulane | 96 | 94 | 98 | 90 | 100 | 39 | 63 | 61 | 60 | 60 |
| Utah | 92 | 98 | 86 | 91 | 97 | 96 | 65 | 30 | 60 | 82 |
| Vanderbilt | 91 | 87 | 94 | 102 | 98 | 70 | 65 | 76 | 87 | 60 |
| Virginia | 83 | 76 | 52 | 37 | 38 | 70 | 65 | 61 | 60 | 60 |
| Virginia Polytechnic | 86 | 72 | 65 | 44 | 46 | 68 | 65 | 47 | 47 | 57 |
| Washington | 54 | 56 | 85 | 80 | 86 | 26 | 25 | 46 | 60 | 72 |
| Washington State | 39 | 30 | 50 | 54 | 61 | 23 | 26 | 30 | 60 | 82 |
| Washington, St. Louis | 100 | 102 | 103 | 87 | 94 | 55 | 45 | 56 | 56 | 58 |
| Waterloo | 23 | 44 | 46 | 55 | 44 | 52 | 87 | 72 | 59 | 70 |
| Wayne State | 26 | 13 | 16 | 24 | 28 | 70 | 13 | 21 | 16 | 18 |
| Western Ontario | 47 | 80 | 87 | 88 | 72 | 67 | 96 | 91 | 98 | 95 |
| Wisconsin | 93 | 91 | 55 | 35 | 32 | 23 | 29 | 58 | 20 | 16 |
| Yale | 22 | 18 | 26 | 13 | 18 | 15 | 10 | 11 | 11 | 12 |
| York | 10 | 15 | 13 | 96 | 12 | 91 | 101 | 106 | 106 | 73 |

[r] 1987 rankings revised from 1986 Survey based on current reports.
** - Institution not an ARL member during this period

TABLE 10: ANALYSIS OF SALARIES IN ARL UNIVERSITY LIBRARIES (INCLUDES LAW AND MEDICINE)

Salary figures for the past ten years are converted into index numbers and compared to Consumer Price Index (CPI); all of which have been converted using July 1978 as the base.

| Fiscal Year | No. of Libs. | Total Staff | Median Salary | Median BPS* | Median Salary Index | BPS* Index | Actual CPI | Adjusted CPI |
|---|---|---|---|---|---|---|---|---|
| 1988 | 106 | 7,962 | 30,534 | 19,460 | 190.8 | 176.9 | 340.8 | 188.6 |
| 1987 | 105 | 7,718 | 28,941 | 18,250 | 180.9 | 165.9 | 328.0 | 179.6 |
| 1986 | 105 | 7,543 | 27,485 | 17,500 | 171.8 | 159.1 | 322.8 | 176.8 |
| 1985 | 104 | 7,161 | 26,100 | 16,500 | 163.1 | 150.0 | 311.7 | 170.7 |
| 1984 | 103 | 7,039 | 24,940 | 15,778 | 155.9 | 143.5 | 299.3 | 163.9 |
| 1983 | 100 | 6,898 | 23,500 | 15,000 | 146.9 | 136.4 | 292.2 | 160.0 |
| 1982 | 100 | 6,894 | 21,727 | 14,200 | 135.8 | 129.1 | 274.4 | 150.3 |
| 1981 | 98 | 6,581 | 20,987 | 13,000 | 131.2 | 118.2 | 247.8 | 135.7 |
| 1980 | 97 | 6,731 | 18,910 | 12,000 | 118.2 | 109.1 | 218.9 | 119.9 |
| 1979 | 94 | 6,756 | 17,896 | 11,450 | 111.9 | 104.1 | 196.7 | 107.7 |
| 1978 | 94 | 6,689 | 16,000 | 11,000 | 100.0 | 100.0 | 182.6 | 100.0 |

* - Beginning Professional salary
Note: Canadian salaries converted to U.S. dollars.

TABLE 11: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SALARY AND POSITION, FISCAL 1988[1]

| SALARY INTERVALS | NUMBER OF STAFF | | | | | | | | | PERCENT AT EACH LEVEL | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Dir. (1) | Assoc. Dir. (2) | Asst. Dir. (3) | Med./ Law Hd. (4) | Branch Head (5) | Subj. Spec. (6) | Func. Spec. (7) | Dept. Head (8) | Other Prof. (9) | Dir. (1) | Assoc. Dir. (2) | Asst. Dir. (3) | Med./ Law Hd. (4) | Branch Head (5) | Subj. Spec. (6) | Func. Spec. (7) | Dept. Head (8) | Other Prof. (9) |
| 01. $100,000 or more | 10 | | | | | | | | | 10 | | | | | | | | |
| 02. 95,000-99,999 | 2 | | | | | | | | | 2 | | | | | | | | |
| 03. 90,000-94,999 | 4 | | | | | | | | | 4 | | | | | | | | |
| 04. 85,000-89,999 | 8 | | | | | | | | | 8 | | | | | | | | |
| 05. 80,000-84,999 | 13 | 2 | | | | | | | | 13 | 1 | | | | | | | |
| 06. 75,000-79,999 | 13 | 3 | | | 1 | | 1 | 3 | | 13 | 2 | | | | | | | |
| 07. 70,000-74,999 | 13 | 5 | 3 | | 2 | | | 1 | | 13 | 3 | 1 | | | | | | |
| 08. 65,000-69,999 | 18 | 12 | 3 | | 2 | 3 | | 4 | | 17 | 8 | 1 | | | | | | |
| 09. 60,000-64,999 | 11 | 15 | 10 | | 6 | 1 | 2 | 2 | 1 | 11 | 10 | 4 | | 1 | | | | |
| 10. 55,000-59,999 | 9 | 20 | 23 | | 10 | 4 | 2 | 13 | 2 | 9 | 13 | 10 | | 2 | 1 | | 1 | |
| 11. 50,000-54,999 | 1 | 33 | 32 | | 9 | 10 | 3 | 23 | 6 | 1 | 21 | 13 | | 2 | 1 | 1 | 2 | |
| 12. | | | | | | | | | | | | | | | | | | |
| 13. 48,000-49,999 | 1 | 16 | 22 | | 24 | 23 | 12 | 51 | 35 | 1 | 10 | 9 | | 4 | 3 | 2 | 4 | 1 |
| 14. 46,000-47,999 | | 15 | 25 | | 11 | 16 | 10 | 31 | 7 | | 10 | 10 | | 2 | 2 | 2 | 2 | |
| 15. 44,000-45,999 | | 14 | 33 | | 24 | 18 | 7 | 64 | 20 | | 9 | 14 | | 4 | 2 | 1 | 5 | 1 |
| 16. 42,000-43,999 | | 7 | 29 | | 33 | 29 | 10 | 68 | 88 | | 5 | 12 | | 6 | 4 | 2 | 5 | 3 |
| 17. 40,000-41,999 | | 3 | 22 | | 21 | 16 | 19 | 63 | 27 | | 2 | 9 | | 4 | 2 | 4 | 5 | 1 |
| 18. 38,000-39,999 | | 3 | 18 | | 38 | 36 | 30 | 100 | 63 | | 2 | 8 | | 7 | 5 | 6 | 7 | 2 |
| 19. 36,000-37,999 | | 3 | 7 | | 44 | 49 | 25 | 125 | 105 | | 2 | 3 | | 8 | 7 | 5 | 9 | 3 |
| 20. 34,000-35,999 | | 3 | 6 | | 66 | 84 | 49 | 167 | 172 | | 2 | 3 | | 12 | 11 | 10 | 12 | 6 |
| 21. 32,000-33,999 | | | 2 | | 54 | 47 | 41 | 147 | 209 | | | 1 | | 10 | 6 | 8 | 11 | 7 |
| 22. 30,000-31,999 | | | 2 | | 57 | 66 | 53 | 178 | 256 | | | 1 | | 10 | 9 | 10 | 13 | 8 |
| 23. | | | | | | | | | | | | | | | | | | |
| 24. 29,000-29,999 | | | 1 | | 30 | 47 | 26 | 64 | 163 | | | | | 5 | 6 | 5 | 5 | 5 |
| 25. 28,000-28,999 | | | | | 28 | 40 | 19 | 56 | 171 | | | | | 5 | 5 | 4 | 4 | 6 |
| 26. 27,000-27,999 | | | | | 25 | 34 | 31 | 47 | 208 | | | | | 4 | 5 | 6 | 3 | 7 |
| 27. 26,000-26,999 | | | | | 21 | 42 | 36 | 44 | 203 | | | | | 4 | 6 | 7 | 3 | 7 |
| 28. 25,000-25,999 | | | | | 23 | 37 | 25 | 49 | 219 | | | | | 4 | 5 | 5 | 4 | 7 |
| 29. 24,000-24,999 | | | | | 10 | 33 | 28 | 33 | 191 | | | | | 2 | 4 | 6 | 2 | 6 |
| 30. 23,000-23,999 | | | | | 9 | 17 | 20 | 18 | 189 | | | | | 2 | 2 | 4 | 1 | 6 |
| 31. 22,000-22,999 | | | 1 | | 10 | 23 | 18 | 15 | 158 | | | | | 2 | 3 | 4 | 1 | 5 |
| 32. 21,000-21,999 | | | | | 6 | 19 | 11 | 12 | 181 | | | | | 1 | 3 | 2 | 1 | 6 |
| 33. 20,000-20,999 | | | | | 2 | 15 | 18 | 12 | 164 | | | | | | 2 | 4 | 1 | 5 |
| 34. 19,000-19,999 | | | | | 1 | 13 | 4 | 5 | 119 | | | | | | 2 | 1 | | 4 |
| 35. 18,000-18,999 | | | | | | 8 | 3 | 1 | 56 | | | | | | 1 | 1 | | 2 |
| 36. 17,000-17,999 | | | | | 1 | 7 | 2 | | 26 | | | | | | 1 | | | 1 |
| 37. 16,000-16,999 | | | | | | 1 | 2 | | 10 | | | | | | | | | |
| 38. 15,000-15,999 | | | | | | | 1 | | | | | | | | | | | |
| 39. 14,000-14,999 | | | | | | | | | | | | | | | | | | |
| 40. 13,999 or less | | | | | | | | | 1 | | | | | | | | | |
| 41. TOTAL | 103 | 154 | 239 | | 568 | 738 | 508 | 1396 | 3050 | 100 | 100 | 100 | | 100 | 100 | 100 | 100 | 100 |

[1] Does not include statistics for law and medical libraries.

TABLE 12: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SEX AND POSITION, FISCAL 1988[1]

| SALARY INTERVALS | MEN ONLY | | | | | | | | | WOMEN ONLY | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Dir. (1) | Assoc. Dir. (2) | Asst. Dir. (3) | Med./ Law Hd. (4) | Branch Head (5) | Subj. Spec. (6) | Func. Spec. (7) | Dept. Head (8) | Other Prof. (9) | Dir. (1) | Assoc. Dir. (2) | Asst. Dir. (3) | Med./ Law Hd. (4) | Branch Head (5) | Subj. Spec. (6) | Func. Spec. (7) | Dept. Head (8) | Other Prof. (9) |
| 01. $100,000 or more | | | | | | | | | | | | | | | | | | |
| 02. 95,000-99,999 | | | | | | | | | | | | | | | | | | |
| 03. 90,000-94,999 | | | | | | | | | | | | | | | | | | |
| 04. 85,000-89,999 | | | | | | | | | | | | | | | | | | |
| 05. 80,000-84,999 | | 1 | | | | | | | | | 1 | | | | | | | |
| 06. 75,000-79,999 | | 1 | | | | | 1 | 3 | | | 2 | | | 1 | | | | |
| 07. 70,000-74,999 | | 2 | 2 | | 2 | | | 1 | | | 3 | 1 | | | | | | |
| 08. 65,000-69,999 | | 3 | 1 | | | 3 | | 4 | | | 9 | 2 | | 2 | | | | |
| 09. 60,000-64,999 | | 10 | 6 | | 5 | 1 | 2 | 2 | 1 | | 5 | 4 | | 1 | | | | |
| 10. 55,000-59,999 | | 10 | 10 | | 7 | 3 | 2 | 8 | 2 | | 10 | 13 | | 3 | 1 | | 5 | |
| 11. 50,000-54,999 | | 15 | 18 | | 5 | 5 | 1 | 15 | 5 | | 18 | 14 | | 4 | 5 | 2 | 8 | 1 |
| 12. | | | | | | | | | | | | | | | | | | |
| 13. 48,000-49,999 | | 10 | 9 | | 15 | 18 | 6 | 27 | 10 | | 6 | 13 | | 9 | 5 | 6 | 24 | 25 |
| 14. 46,000-47,999 | | 3 | 12 | | 6 | 10 | 5 | 16 | 4 | | 12 | 13 | | 5 | 6 | 5 | 15 | 3 |
| 15. 44,000-45,999 | | 4 | 14 | | 8 | 7 | 2 | 32 | 8 | | 10 | 19 | | 16 | 11 | 5 | 32 | 12 |
| 16. 42,000-43,999 | | 2 | 12 | | 16 | 17 | 6 | 36 | 29 | | 5 | 17 | | 17 | 12 | 4 | 32 | 59 |
| 17. 40,000-41,999 | | | 10 | | 5 | 9 | 10 | 23 | 10 | | 3 | 12 | | 16 | 7 | 9 | 40 | 17 |
| 18. 38,000-39,999 | | 2 | 9 | | 19 | 20 | 15 | 41 | 21 | | 1 | 9 | | 19 | 16 | 15 | 59 | 42 |
| 19. 36,000-37,999 | | 1 | 3 | | 16 | 21 | 10 | 49 | 39 | | 2 | 4 | | 28 | 28 | 15 | 76 | 66 |
| 20. 34,000-35,999 | | 2 | 5 | | 20 | 41 | 21 | 62 | 56 | | 1 | 1 | | 46 | 43 | 28 | 105 | 116 |
| 21. 32,000-33,999 | | | | | 18 | 25 | 14 | 49 | 67 | | | 2 | | 36 | 22 | 27 | 98 | 142 |
| 22. 30,000-31,999 | | | 1 | | 18 | 30 | 31 | 63 | 75 | | | 1 | | 39 | 36 | 22 | 115 | 181 |
| 23. | | | | | | | | | | | | | | | | | | |
| 24. 29,000-29,999 | | | | | 11 | 22 | 9 | 19 | 52 | | | 1 | | 19 | 25 | 17 | 45 | 111 |
| 25. 28,000-28,999 | | | | | 5 | 22 | 10 | 26 | 49 | | | | | 23 | 18 | 9 | 30 | 122 |
| 26. 27,000-27,999 | | | | | 7 | 16 | 14 | 21 | 52 | | | | | 18 | 18 | 17 | 26 | 156 |
| 27. 26,000-26,999 | | | | | 7 | 21 | 17 | 14 | 63 | | | | | 14 | 21 | 19 | 30 | 140 |
| 28. 25,000-25,999 | | | | | 6 | 14 | 11 | 11 | 64 | | | | | 17 | 23 | 14 | 38 | 155 |
| 29. 24,000-24,999 | | | | | 2 | 12 | 8 | 11 | 54 | | | | | 8 | 21 | 20 | 22 | 137 |
| 30. 23,000-23,999 | | | | | 2 | 9 | 4 | 7 | 43 | | | | | 7 | 8 | 16 | 11 | 146 |
| 31. 22,000-22,999 | | | | | | 6 | 6 | 2 | 45 | | | 1 | | 10 | 17 | 12 | 13 | 113 |
| 32. 21,000-21,999 | | | | | | 4 | 3 | 5 | 42 | | | | | 6 | 15 | 8 | 7 | 139 |
| 33. 20,000-20,999 | | | | | | 2 | 6 | 5 | 41 | | | | | 2 | 13 | 12 | 7 | 123 |
| 34. 19,000-19,999 | | | | | | 4 | 1 | | 29 | | | | | 1 | 9 | 3 | 5 | 90 |
| 35. 18,000-18,999 | | | | | | 3 | 2 | | 10 | | | | | | 5 | 1 | 1 | 46 |
| 36. 17,000-17,999 | | | | | | 3 | 1 | | 9 | | | | | 1 | 4 | 1 | | 17 |
| 37. 16,000-16,999 | | | | | | | | | 3 | | | | | | 1 | 2 | | 7 |
| 38. 15,000-15,999 | | | | | | | | | | | | | | | | 1 | | |
| 39. 14,000-14,999 | | | | | | | | | | | | | | | | | | |
| 40. 13,999 or less | | | | | | | | | 1 | | | | | | | | | |
| 41. TOTAL | | 66 | 112 | | 200 | 348 | 218 | 552 | 884 | | 88 | 127 | | 368 | 390 | 290 | 844 | 2166 |

[1] Does not include statistics for law and medical libraries.

TABLE 13: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS, FISCAL YEAR 1988

| POSITION | Number of Staff | | | Average Salaries | | |
|---|---|---|---|---|---|---|
| | Total | Men | Women | Combined | Men | Women |
| 1. Director | 103 | 75 | 28 | $76,328 | $76,129 | $76,862 |
| 2. Associate Director | 154 | 66 | 88 | 53,561 | 54,011 | 53,224 |
| 3. Assistant Director | 239 | 112 | 127 | 46,973 | 47,388 | 46,608 |
| 4. Branch Head | 568 | 200 | 368 | 35,476 | 38,255 | 33,966 |
| 5. Subject Specialist | 738 | 348 | 390 | 32,283 | 33,829 | 30,904 |
| 6. Functional Specialist | 508 | 218 | 290 | 31,396 | 32,567 | 30,515 |
| 7. Dept. Head: Reference | 122 | 45 | 77 | 35,728 | 35,566 | 35,823 |
| 8. Cataloging | 117 | 32 | 85 | 37,288 | 39,596 | 36,419 |
| 9. Acquisition | 112 | 36 | 76 | 35,431 | 37,014 | 34,680 |
| 10. Serials | 64 | 18 | 46 | 35,451 | 35,199 | 35,550 |
| 11. Doc./Maps | 109 | 48 | 61 | 33,005 | 32,380 | 33,497 |
| 12. Circulation | 93 | 41 | 52 | 30,861 | 31,060 | 30,704 |
| 13. Spec. Coll'n. | 106 | 68 | 38 | 38,507 | 41,434 | 33,270 |
| 14. Computer | 52 | 34 | 18 | 43,163 | 43,329 | 42,849 |
| 15. Other | 621 | 230 | 391 | 34,320 | 36,269 | 33,173 |
| 16. Reference: Over 15 yrs. exp. | 461 | 141 | 320 | 32,283 | 32,836 | 32,040 |
| 17. 10 - 15 yrs. exp. | 244 | 80 | 164 | 29,055 | 28,909 | 29,127 |
| 18. 5 - 10 yrs. exp. | 254 | 76 | 178 | 25,646 | 26,163 | 25,425 |
| 19. Under 5 yrs. exp. | 284 | 86 | 198 | 22,066 | 22,670 | 21,803 |
| 20. Catalog: Over 15 yrs. exp. | 481 | 141 | 340 | 32,050 | 32,140 | 32,012 |
| 21. 10 - 15 yrs. exp. | 187 | 51 | 136 | 28,407 | 29,425 | 28,025 |
| 22. 5 - 10 yrs. exp. | 214 | 54 | 160 | 25,682 | 27,008 | 25,234 |
| 23. Under 5 yrs. exp. | 245 | 62 | 183 | 22,012 | 22,378 | 21,888 |
| 24. Other: Over 15 yrs. exp. | 239 | 67 | 172 | 33,203 | 35,666 | 32,244 |
| 25. 10 - 15 yrs. exp. | 126 | 47 | 79 | 29,861 | 30,832 | 29,283 |
| 26. 5 - 10 yrs. exp. | 153 | 35 | 118 | 26,275 | 27,717 | 25,848 |
| 27. Under 5 yrs. exp. | 162 | 44 | 118 | 21,778 | 22,257 | 21,600 |
| ALL POSITIONS | 6,756 | 2,455 | 4,301 | $32,851 | $35,416 | $31,388 |

See Tables 25 and 31 for statistics related to medical and law library salaries.

TABLE 14: NUMBER AND AVERAGE SALARIES OF ARL MINORITY UNIVERSITY LIBRARIANS, FISCAL YEAR 1988

| | POSITION | Number of Staff Total | Men | Women | Average Salaries Combined | Men | Women |
|---|---|---|---|---|---|---|---|
| 1. | Director | 2 | 1 | 1 | $ * | $ * | $ * |
| 2. | Associate Director | 12 | 2 | 10 | 59,790 | * | * |
| 3. | Assistant Director | 10 | 4 | 6 | 45,849 | 46,283 | 45,560 |
| 4. | Branch Head | 44 | 15 | 29 | 36,042 | 40,972 | 33,492 |
| 5. | Subject Specialist | 93 | 39 | 54 | 33,507 | 37,607 | 30,547 |
| 6. | Functional Specialist | 33 | 13 | 20 | 30,828 | 33,961 | 28,973 |
| 7. | Dept. Head:Reference | 6 | 1 | 5 | 32,223 | * | * |
| 8. | Cataloging | 12 | 3 | 9 | 39,413 | * | * |
| 9. | Acquisition | 4 | 0 | 4 | 34,906 | | 34,906 |
| 10. | Serials | 4 | 1 | 3 | 41,369 | * | * |
| 11. | Doc./Maps | 4 | 2 | 2 | 32,625 | * | * |
| 12. | Circulation | 5 | 3 | 2 | 27,670 | * | * |
| 13. | Spec. Coll'n. | 3 | 1 | 2 | * | * | * |
| 14. | Computer | 2 | 1 | 1 | * | * | * |
| 15. | Other | 53 | 22 | 31 | 34,414 | 36,022 | 33,272 |
| 16. | Reference:Over 15 yrs. exp. | 46 | 12 | 34 | 33,289 | 32,392 | 33,605 |
| 17. | 10 - 15 yrs. exp. | 37 | 9 | 28 | 29,675 | 29,057 | 29,874 |
| 18. | 5 - 10 yrs. exp. | 24 | 5 | 19 | 25,514 | 24,847 | 25,690 |
| 19. | Under 5 yrs. exp. | 27 | 10 | 17 | 22,056 | 23,450 | 21,236 |
| 20. | Catalog: Over 15 yrs. exp. | 91 | 25 | 66 | 31,234 | 32,059 | 30,922 |
| 21. | 10 - 15 yrs. exp. | 17 | 6 | 11 | 27,067 | 26,994 | 27,106 |
| 22 | 5 - 10 yrs. exp. | 17 | 2 | 15 | 24,708 | * | * |
| 23 | Under 5 yrs. exp. | 28 | 10 | 18 | 22,531 | 23,322 | 22,091 |
| 24. | Other: Over 15 yrs. exp. | 28 | 8 | 20 | 34,724 | 39,968 | 32,626 |
| 25. | 10 - 15 yrs. exp. | 9 | 1 | 8 | 29,991 | * | * |
| 26. | 5 - 10 yrs. exp. | 12 | 3 | 9 | 26,110 | 26,233 | 26,068 |
| 27. | Under 5 yrs. exp. | 12 | 2 | 10 | 20,715 | * | * |
| | ALL POSITIONS | 635 | 201 | 434 | $31,932 | $34,011 | $30,968 |

* - Salary information is not published when fewer than 4 individuals are involved.

TABLE 15: NUMBER AND AVERAGE EXPERIENCE OF ARL UNIVERSITY LIBRARIANS, FISCAL YEAR 1988

| POSITION | Number of Staff | | | Average Years of Experience | | |
|---|---|---|---|---|---|---|
| | Total | Men | Women | Combined | Men | Women |
| 1. Director | 103 | 75 | 28 | 24.2 | 25.5 | 20.7 |
| 2. Associate Director | 154 | 66 | 88 | 19.6 | 20.1 | 19.2 |
| 3. Assistant Director | 239 | 112 | 127 | 18.5 | 18.5 | 18.6 |
| 4. Branch Head | 568 | 200 | 368 | 16.7 | 17.7 | 16.1 |
| 5. Subject Specialist | 738 | 348 | 390 | 15.1 | 15.7 | 14.6 |
| 6. Functional Specialist | 508 | 218 | 290 | 11.7 | 13.1 | 10.6 |
| 7. Dept. Head:Reference | 122 | 45 | 77 | 16.4 | 16.2 | 16.5 |
| 8. Cataloging | 117 | 32 | 85 | 17.0 | 18.0 | 16.6 |
| 9. Acquisition | 112 | 36 | 76 | 16.0 | 15.1 | 16.4 |
| 10. Serials | 64 | 18 | 46 | 17.2 | 17.2 | 17.2 |
| 11. Doc./Maps | 109 | 48 | 61 | 16.6 | 17.5 | 15.5 |
| 12. Circulation | 93 | 41 | 52 | 10.2 | 10.1 | 10.2 |
| 13. Spec. Coll'n. | 106 | 68 | 38 | 18.4 | 19.4 | 16.7 |
| 14. Computer | 52 | 34 | 18 | 14.3 | 15.2 | 12.4 |
| 15. Other | 621 | 230 | 391 | 15.0 | 15.9 | 14.4 |
| 16. Reference | 1,243 | 383 | 860 | 12.1 | 12.4 | 12.0 |
| 17. Cataloging | 1,127 | 308 | 819 | 13.3 | 13.9 | 13.1 |
| 18. Other | 680 | 193 | 487 | 12.2 | 12.6 | 12.0 |
| ALL POSITIONS | 6,756 | 2,455 | 4,301 | 14.3 yrs | 15.2 yrs | 13.7 yrs |

See Tables 26 and 32 for statistics related to medical and law library salaries.

TABLE 16: NUMBER AND AVERAGE EXPERIENCE OF ARL MINORITY UNIVERSITY LIBRARIANS, FISCAL YEAR 1988[1]

| POSITION | Number of Staff | | | Average Years of Experience | | |
|---|---|---|---|---|---|---|
| | Total | Men | Women | Combined | Men | Women |
| 1. Director | 2 | 1 | 1 | 28.0 | 21.0 | 35.0 |
| 2. Associate Director | 12 | 2 | 10 | 23.0 | 18.0 | 24.0 |
| 3. Assistant Director | 10 | 4 | 6 | 17.7 | 19.3 | 15.0 |
| 4. Branch Head | 44 | 15 | 29 | 17.0 | 19.4 | 15.8 |
| 5. Subject Specialist | 93 | 39 | 54 | 16.0 | 18.6 | 14.0 |
| 6. Functional Specialist | 33 | 13 | 20 | 12.6 | 14.7 | 11.3 |
| 7. Dept. Head: Reference | 6 | 1 | 5 | 14.8 | 13.0 | 15.2 |
| 8. Cataloging | 12 | 3 | 9 | 21.1 | 23.0 | 20.4 |
| 9. Acquisition | 4 | 0 | 4 | 19.3 | | 19.3 |
| 10. Serials | 4 | 1 | 3 | 18.5 | 18.0 | 18.7 |
| 11. Doc./Maps | 4 | 2 | 2 | 16.8 | 6.0 | 27.5 |
| 12. Circulation | 5 | 3 | 2 | 8.2 | 5.7 | 12.0 |
| 13. Spec. Coll'n. | 3 | 1 | 2 | 15.0 | 9.0 | 18.0 |
| 14. Computer | 2 | 1 | 1 | 19.4 | 4.0 | 15.0 |
| 15. Other | 53 | 22 | 31 | 15.2 | 15.7 | 14.9 |
| 16. Reference | 134 | 36 | 98 | 11.9 | 11.6 | 12.0 |
| 17. Catalog | 153 | 43 | 110 | 15.4 | 14.2 | 15.9 |
| 18. Other | 61 | 14 | 47 | 13.3 | 15.9 | 12.6 |
| ALL POSITIONS | 635 | 201 | 434 | 14.8 yrs | 15.5 yrs | 14.4 yrs |

1 - Excludes all Canadian libraries.

TABLE 17: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1988

| YEARS OF EXPERIENCE | Number of Staff | | | | Average Salaries | | |
|---|---|---|---|---|---|---|---|
| | Total | Men | Women | % of Total | Combined | Men | Women |
| 1. 0 - 3 yrs. exp. | 822 | 250 | 572 | 12.2 | $22,350 | $22,952 | $22,087 |
| 2. 4 - 7 yrs. exp. | 875 | 272 | 603 | 13.0 | 26,315 | 27,389 | 25,831 |
| 3. 8 - 11 yrs. exp. | 1,062 | 377 | 685 | 15.7 | 30,046 | 31,772 | 29,096 |
| 4. 12 - 15 yrs. exp. | 1,132 | 428 | 704 | 16.8 | 33,846 | 34,884 | 33,215 |
| 5. 16 - 19 yrs. exp. | 1,078 | 363 | 715 | 16.0 | 36,616 | 37,679 | 36,076 |
| 6. 20 - 23 yrs. exp. | 818 | 335 | 483 | 12.1 | 38,722 | 40,597 | 37,421 |
| 7. 24 - 27 yrs. exp. | 440 | 201 | 239 | 6.5 | 39,204 | 42,974 | 36,034 |
| 8. 28 - 31 yrs. exp. | 259 | 112 | 147 | 3.8 | 39,904 | 45,345 | 35,758 |
| 9. 32 - 35 yrs. exp. | 147 | 68 | 79 | 2.2 | 42,548 | 47,493 | 38,291 |
| 10. Over 35 yrs. exp. | 123 | 49 | 74 | 1.8 | 43,404 | 53,626 | 36,636 |
| ALL POSITIONS | 6,756 | 2,455 | 4,301 | 100.0 | $32,851 | $35,416 | $31,388 |

See Tables 27 and 33 for statistics related to medical and law library salaries.
Canadian salaries converted to U.S. dollars.

TABLE 18: NUMBER AND AVERAGE SALARIES OF ARL MINORITY UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1988[1]

| YEARS OF EXPERIENCE | Number of Staff | | | % of Total | Average Salaries | | |
|---|---|---|---|---|---|---|---|
| | Total | Men | Women | | Combined | Men | Women |
| 1. 0 - 3 yrs. exp. | 77 | 22 | 55 | 12.1 | $22,185 | $23,214 | $21,773 |
| 2. 4 - 7 yrs. exp. | 74 | 23 | 51 | 11.7 | 25,966 | 27,739 | 25,166 |
| 3. 8 - 11 yrs. exp. | 84 | 26 | 58 | 13.2 | 28,861 | 30,538 | 28,110 |
| 4. 12 - 15 yrs. exp. | 85 | 21 | 64 | 13.4 | 32,907 | 32,871 | 32,919 |
| 5. 16 - 19 yrs. exp. | 128 | 39 | 89 | 19.7 | 34,387 | 36,159 | 33,611 |
| 6. 20 - 23 yrs. exp. | 90 | 31 | 59 | 14.2 | 37,104 | 38,753 | 36,237 |
| 7. 24 - 27 yrs. exp. | 51 | 21 | 30 | 8.0 | 36,260 | 40,354 | 33,394 |
| 8. 28 - 31 yrs. exp. | 33 | 15 | 18 | 5.2 | 38,169 | 39,541 | 37,026 |
| 9. 32 - 35 yrs. exp. | 8 | 2 | 6 | 1.3 | 40,871 | * | * |
| 10. Over 35 yrs. exp. | 5 | 1 | 4 | 0.8 | 49,747 | * | * |
| ALL POSITIONS | 635 | 201 | 434 | 100.0 | $31,932 | $34,011 | $30,968 |

1 - Excludes all Canadian libraries.
* - Salary information is not published when fewer than four individuals are involved.

TABLE 19: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY TYPE OF INSTITUTION, FISCAL YEAR 1988

| POSITION | ALL COMBINED (106)[1] | | PUBLIC (63) | | PRIVATE (30) | |
|---|---|---|---|---|---|---|
| | No. | Average Salary | No. | Average Salary | No. | Average Salary |
| 1. Director | 103 | $76,328 | 60 | $74,838 | 30 | $86,981 |
| 2. Associate Director | 154 | 53,561 | 84 | 53,031 | 52 | 57,274 |
| 3. Assistant Director | 239 | 46,973 | 140 | 46,948 | 81 | 48,085 |
| 4. Branch Head | 568 | 35,476 | 329 | 34,918 | 173 | 37,439 |
| 5. Subject Specialist | 738 | 32,283 | 404 | 32,750 | 268 | 31,728 |
| 6. Functional Specialist | 508 | 31,396 | 261 | 32,206 | 200 | 30,171 |
| 7. Dept. Head: Reference | 122 | 35,728 | 62 | 35,925 | 46 | 35,984 |
| 8. Cataloging | 117 | 37,288 | 60 | 38,249 | 45 | 35,973 |
| 9. Acquisition | 112 | 35,431 | 60 | 35,983 | 38 | 34,308 |
| 10. Serials | 64 | 35,451 | 36 | 36,640 | 22 | 34,669 |
| 11. Doc./Maps | 109 | 33,005 | 68 | 33,564 | 26 | 31,621 |
| 12. Circulation | 93 | 30,861 | 48 | 31,998 | 35 | 28,717 |
| 13. Spec. Coll'n. | 106 | 38,507 | 63 | 39,411 | 35 | 38,109 |
| 14. Computer | 52 | 43,163 | 27 | 44,630 | 20 | 42,588 |
| 15. Other | 621 | 34,320 | 328 | 34,880 | 245 | 33,956 |
| 16. Reference: Over 15 yrs. exp. | 461 | 32,283 | 297 | 32,843 | 100 | 31,389 |
| 17. 10 - 15 yrs. exp. | 244 | 29,055 | 143 | 29,419 | 67 | 28,728 |
| 18. 5 - 10 yrs. exp. | 254 | 25,646 | 158 | 26,049 | 62 | 25,336 |
| 19. Under 5 yrs. exp. | 284 | 22,066 | 199 | 22,075 | 63 | 22,375 |
| 20. Catalog: Over 15 yrs. exp. | 481 | 32,050 | 235 | 32,812 | 176 | 31,198 |
| 21. 10 - 15 yrs. exp. | 187 | 28,407 | 96 | 28,028 | 67 | 28,779 |
| 22. 5 - 10 yrs. exp. | 214 | 25,682 | 101 | 25,557 | 95 | 25,998 |
| 23. Under 5 yrs. exp. | 245 | 22,012 | 127 | 21,670 | 104 | 22,537 |
| 24. Other: Over 15 yrs. exp. | 239 | 33,203 | 161 | 33,942 | 47 | 30,554 |
| 25. 10 - 15 yrs. exp. | 126 | 29,861 | 79 | 30,614 | 32 | 28,450 |
| 26. 5 - 10 yrs. exp. | 153 | 26,275 | 82 | 25,900 | 57 | 26,860 |
| 27. Under 5 yrs. exp. | 162 | 21,778 | 99 | 21,560 | 49 | 22,490 |
| ALL POSITIONS | 6,756 | $32,851 | 3,807 | $33,080 | 2,235 | $32,853 |

1 - Includes 13 Canadian libraries not included in public/private columns. For average Canadian salaries (expressed in U.S. dollars), refer to Table 21.

( ) Number of ARL libraries included

TABLE 20: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY SIZE OF PROFESSIONAL STAFF, FISCAL YEAR 1988

| POSITION | Staff Over 124 (5) | | Staff 75-124 (21) | | Staff 50-74 (35) | | Staff 1-49 (45) | |
|---|---|---|---|---|---|---|---|---|
| | No. | Salary | No. | Salary | No. | Salary | No. | Salary |
| 1. Director | 5 | $90,094 | 21 | $87,592 | 34 | $73,776 | 43 | $68,494 |
| 2. Associate Director | 10 | 64,207 | 47 | 56,445 | 53 | 54,007 | 44 | 47,524 |
| 3. Assistant Director | 13 | 53,250 | 66 | 50,328 | 69 | 46,875 | 91 | 43,718 |
| 4. Branch Head | 66 | 41,961 | 218 | 35,684 | 157 | 35,420 | 127 | 31,819 |
| 5. Subject Specialist | 103 | 37,281 | 293 | 31,891 | 232 | 32,846 | 110 | 27,459 |
| 6. Functional Specialist | 111 | 34,527 | 159 | 30,832 | 139 | 30,983 | 99 | 29,369 |
| 7. Dept. Head:Reference | 10 | 40,043 | 28 | 36,729 | 38 | 36,203 | 46 | 33,789 |
| 8. Cataloging | 16 | 40,985 | 23 | 39,626 | 35 | 36,619 | 43 | 35,205 |
| 9. Acquisition | 9 | 44,580 | 19 | 37,406 | 36 | 35,078 | 48 | 33,197 |
| 10. Serials | 6 | 41,196 | 14 | 37,534 | 18 | 33,807 | 26 | 34,142 |
| 11. Doc./Maps | 8 | 39,131 | 27 | 31,261 | 33 | 34,642 | 41 | 31,640 |
| 12. Circulation | 17 | 28,763 | 15 | 32,932 | 28 | 31,707 | 33 | 30,283 |
| 13. Spec. Coll'n. | 10 | 38,840 | 25 | 41,683 | 30 | 41,994 | 41 | 33,939 |
| 14. Computer | 6 | 56,866 | 12 | 48,521 | 16 | 38,921 | 18 | 38,794 |
| 15. Other | 58 | 41,444 | 239 | 34,914 | 180 | 33,086 | 144 | 32,004 |
| 16. Reference:Over 15 yrs.exp. | 45 | 37,826 | 113 | 30,987 | 156 | 33,498 | 147 | 30,294 |
| 17. 10 - 15 yrs.exp. | 18 | 34,974 | 74 | 28,868 | 70 | 28,922 | 82 | 28,038 |
| 18. 5 - 10 yrs.exp. | 20 | 30,745 | 67 | 25,650 | 79 | 25,482 | 88 | 24,630 |
| 19. Under 5 yrs.exp. | 13 | 25,926 | 69 | 23,014 | 95 | 22,086 | 107 | 20,967 |
| 20. Catalog: Over 15 yrs.exp. | 81 | 38,340 | 126 | 30,409 | 157 | 32,055 | 117 | 29,455 |
| 21. 10 - 15 yrs.exp. | 27 | 32,717 | 57 | 27,836 | 54 | 28,057 | 49 | 27,083 |
| 22. 5 - 10 yrs.exp. | 33 | 28,083 | 58 | 25,698 | 75 | 25,905 | 48 | 23,662 |
| 23. Under 5 yrs.exp. | 30 | 23,745 | 71 | 23,005 | 81 | 21,188 | 63 | 21,127 |
| 24. Other:Over 15 yrs. exp. | 54 | 38,612 | 63 | 31,129 | 71 | 32,722 | 51 | 30,710 |
| 25. 10 - 15 yrs. exp. | 21 | 35,257 | 33 | 28,765 | 44 | 29,037 | 28 | 28,399 |
| 26. 5 - 10 yrs. exp. | 13 | 32,086 | 40 | 25,316 | 65 | 26,334 | 35 | 25,104 |
| 27. Under 5 yrs. exp. | 4 | 20,940 | 55 | 21,925 | 66 | 22,078 | 37 | 21,116 |
| ALL POSITIONS | 807 | $37,304 | 2,032 | $32,945 | 2,111 | $32,661 | 1,806 | $30,981 |

( ) Number of ARL libraries included.

## TABLE 21: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY REGION, FISCAL YEAR 1988

| POSITION | NORTHEAST | | NORTH CENTRAL | | SOUTH | | WEST | | | CANADA |
|---|---|---|---|---|---|---|---|---|---|---|
| | New England (8) | Middle Atlantic (14) | East N.Central (15) | West N.Central (7) | South Atlantic (17) | East S.Central (4) | West S.Central (8) | Mountain (7) | Pacific (13) | (13) |
| 1. Director | $ 87,720 | $ 87,949 | $ 81,254 | $ 73,735 | $ 6,109 | $ 73,750 | $ 69,125 | $ 68,417 | $ 80,674 | $ 58,620 |
| 2. Associate Director | 56,135 | 58,446 | 54,028 | * | 51,160 | 44,833 | 45,408 | 50,847 | 62,607 | 45,307 |
| 3. Assistant Director | 55,998 | 49,456 | 46,975 | 48,179 | 44,566 | 41,132 | 42,323 | 43,192 | 51,727 | 42,172 |
| 4. Branch Head | 41,114 | 36,536 | 35,134 | 31,489 | 33,937 | 29,077 | 29,046 | 34,307 | 39,697 | 33,115 |
| 5. Subject Specialist | 34,255 | 34,961 | 29,585 | 30,408 | 29,494 | 23,369 | 24,247 | 30,101 | 39,863 | 31,678 |
| 6. Functional Specialist | 31,487 | 32,003 | 28,502 | 32,120 | 29,353 | 24,915 | 28,418 | 28,205 | 36,546 | 32,104 |
| 7. Dept. Head:Reference | 37,704 | 36,428 | 33,728 | 38,379 | 36,340 | * | 34,522 | 32,601 | 39,411 | 34,018 |
| 8. Cataloging | 36,214 | 37,704 | 35,456 | 35,601 | 35,287 | 33,831 | 35,490 | 36,316 | 45,287 | 37,409 |
| 9 Acquisition | 40,859 | 34,129 | 34,485 | 33,214 | 34,913 | * | 30,515 | 32,667 | 41,420 | 36,112 |
| 10. Serials | 35,139 | 37,193 | 34,265 | 34,927 | 35,776 | * | 29,734 | 33,256 | 42,791 | 31,186 |
| 11. Doc./Maps | 37,771 | 32,514 | 31,223 | 29,778 | 31,640 | 26,334 | 28,386 | 32,012 | 40,617 | 32,868 |
| 12. Circulation | 25,637 | 30,657 | 31,606 | 30,135 | 31,334 | * | 29,981 | 28,929 | 39,040 | 32,911 |
| 13. Spec. Coll'n. | 42,037 | 41,946 | 39,671 | 38,134 | 34,372 | * | 34,468 | 33,830 | 45,131 | 33,134 |
| 14. Computer | 47,179 | 43,530 | 45,097 | * | 38,920 | * | 36,500 | * | 50,216 | 37,542 |
| 15. Other Depts. | 36,022 | 36,398 | 32,759 | 32,610 | 31,336 | 31,285 | 31,083 | 29,835 | 40,993 | 32,346 |
| 16.Reference:Over 15 yrs.exp. | 34,036 | 33,466 | 29,318 | 30,119 | 30,242 | 31,221 | 29,214 | 30,771 | 37,641 | 31,081 |
| 17. 10 - 15 yrs.exp. | 31,666 | 30,275 | 26,922 | 27,622 | 27,022 | 26,215 | 24,685 | 27,084 | 33,951 | 28,170 |
| 18. 5 - 10 yrs.exp. | 28,355 | 26,636 | 25,750 | 23,823 | 23,875 | 24,698 | 22,403 | 24,901 | 29,138 | 24,336 |
| 19. Under 5 yrs.exp. | 22,261 | 24,046 | 22,005 | 21,886 | 20,727 | 20,646 | 19,979 | 20,777 | 25,504 | 21,095 |
| 20.Catalog: Over 15 yrs.exp. | 32,899 | 31,592 | 29,725 | 29,667 | 27,930 | 26,917 | 26,655 | 29,037 | 39,401 | 31,631 |
| 21. 10 - 15 yrs.exp. | 29,936 | 29,314 | 26,949 | 27,405 | 27,886 | 25,310 | 23,692 | 25,871 | 32,862 | 28,888 |
| 22. 5 - 10 yrs.exp. | 26,960 | 26,133 | 24,553 | 23,312 | 24,434 | 22,619 | 22,080 | 24,191 | 30,387 | 24,716 |
| 23. Under 5 yrs.exp. | 22,808 | 23,043 | 21,997 | 20,435 | 20,363 | 20,503 | 20,263 | 21,705 | 25,256 | 21,210 |
| 24.Other: Over 15 yrs.exp. | 33,289 | 35,136 | 28,700 | 29,344 | 28,996 | * | 28,727 | 31,933 | 39,770 | 33,385 |
| 25. 10 - 15 yrs.exp. | 30,205 | 30,164 | 29,277 | 27,661 | 26,257 | * | 25,557 | 29,201 | 35,802 | 28,905 |
| 26. 5 - 10 yrs.exp. | 27,381 | 26,222 | 25,536 | 25,765 | 23,988 | * | 24,544 | 25,311 | 30,986 | 26,096 |
| 27. Under 5 yrs.exp. | 23,399 | 22,723 | 21,169 | 20,008 | 21,814 | * | 19,176 | 21,013 | 24,675 | 20,831 |
| ALL POSITIONS: AVER. SALARY | $33,921 | $34,427 | $31,882 | $30,826 | $30,638 | $28,232 | $28,659 | $30,693 | $38,562 | $31,625 |
| : NO. OF STAFF | 687 | 1,003 | 1,044 | 398 | 951 | 199 | 372 | 377 | 1,011 | 714 |

( ) Number of ARL libraries included.
* - Salary information is not published when fewer than 4 individuals are involved.

| REGION | NO. | ARL UNIVERSITY LIBRARIES INCLUDED | STATES/PROVINCES INCLUDED |
|---|---|---|---|
| NORTHEAST | | | |
| 1. New England | ( 8) | Boston; Brown; Conn.; Dartmouth; Harvard; MIT; Massachusetts; Yale | Conn., Mass., Me., N.H., R.I., Vt. |
| 2. Middle Atlantic | (14) | Columbia; Cornell; NYU; Pa.; Pa. State; Pittsburgh; Princeton; Rochester; Rutgers; SUNY: Albany, Buffalo, Stony Brook; Syracuse; Temple | N.J., N.Y., Pa. |
| NORTH CENTRAL | | | |
| 3. East North Central | (15) | Case Western; Chicago; Cincinnati; Ill.; Ind.; Kent State; Mich.; Mich. State; Notre Dame; Northwestern; Ohio State; Purdue; S. Ill.; Wayne State; Wis. | Ill., Ind., Mich., Ohio, Wis. |
| 4. West North Central | ( 7) | Iowa; Iowa State; Kansas; Minnesota; Missouri; Nebraska; Washington U. | Iowa, Kan., Minn., Mo., Neb., N. Dak., S. Dak. |
| SOUTH | | | |
| 5. South Atlantic | (17) | Delaware; Duke; Emory; Florida; Fla. State; Georgia; Georgia Tech.; Georgetown; Howard; Johns Hopkins; Md.; Miami; N.C.; N.C. State; S.C.; Va.; VPI | Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W. Va. |
| 6. East South Central | ( 4) | Alabama; Kentucky; Tennessee; Vanderbilt | Ala., Ky., Miss., Tenn. |
| 7. West South Central | ( 8) | Houston; La. State; Oklahoma; Okla. State; Rice; Texas; Texas A&M; Tulane | Ark., La., Okla., Tex. |
| WEST | | | |
| 8. Mountain | ( 7) | Arizona; Arizona State; Brigham Young; Colorado; Colorado State; New Mexico; Utah | Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah, Wyo. |
| 9. Pacific | (13) | U. of Calif.: Berkeley, Davis, Irvine, Los Angeles Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern Calif.; Stanford; Washington; Washington State | Alaska, Cal., Hawaii, Oregon, Wash. |
| CANADA | (13) | Alberta; British Columbia; Guelph; Laval; McGill; McMaster; Manitoba; Queen's; Saskatchewan; Toronto; Waterloo; Western; Ontario; York | Alta., Br. Col., Man., N. Br., Newf., N.S., Ont., P.E.I., Que., Sask. |

( ) Number of ARL libraries included.

TABLE 22: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY MEDICAL LIBRARIES, FY 1988

| INSTITUTION | FILLED POSITIONS | AVERAGE SALARY | MEDIAN SALARY | BEGINNING SALARY | AVERAGE YEARS EXPERIENCE |
|---|---|---|---|---|---|
| Alabama | 2 | * | * | $16,500 | 11.0 |
| Alberta (D) | 6 | $23,859 | $21,815 | 18,962 | 5.5 |
| Arizona | 15 | 29,982 | 32,206 | 20,000 | 13.3 |
| Boston | 5 | 31,671 | 31,850 | 19,975 | 16.2 |
| British Columbia (D) | 17 | 28,071 | 27,689 | 17,010 | 16.6 |
| Calif., Davis | 8 | 35,015 | 31,896 | 25,380 | 10.0 |
| Calif., Irvine | 9 | 42,732 | 39,456 | 25,380 | 16.7 |
| Calif., Los Angeles | 22 | 38,755 | 36,828 | 25,380 | 12.9 |
| Calif., San Diego | 10 | 40,083 | 39,456 | 25,380 | 18.4 |
| Case Western Reserve | 22 | 26,337 | 26,000 | 17,580 | 13.0 |
| Columbia | 16 | 34,983 | 34,100 | 23,000 | 12.3 |
| Connecticut | 11 | 29,149 | 27,580 | 20,500 | 10.2 |
| Dartmouth | 5 | 28,881 | 29,000 | 21,500 | 12.8 |
| Duke | 16 | 30,684 | 27,300 | U/A | 15.9 |
| Emory | 15 | 26,430 | 26,500 | 18,000 | 14.4 |
| Florida | 11 | 28,871 | 28,490 | 20,000 | 13.8 |
| Georgetown | 15 | 30,657 | 29,200 | 22,000 | 8.1 |
| Harvard | 26 | 28,693 | 25,479 | 19,700 | 15.8 |
| Howard | 8 | 33,262 | 35,786 | 21,231 | 17.6 |
| Iowa | 8 | 27,952 | 24,701 | 19,290 | 13.3 |
| Johns Hopkins | 19 | 31,077 | 31,522 | 23,565 | 9.2 |
| Kansas | 10 | 24,153 | 22,680 | 19,000 | 6.1 |
| Kentucky | 9 | 25,510 | 24,814 | 17,000 | 15.0 |
| McGill (D) | 9 | 26,140 | 25,761 | 17,651 | 13.4 |
| McMaster | 8 | 26,937 | 24,567 | 16,718 | 10.9 |
| Manitoba (D) | 5 | 22,953 | 22,210 | U/A | 13.4 |
| Miami | 10 | 32,660 | 31,788 | 24,000 | 18.5 |
| Michigan | 7 | 32,157 | 31,240 | 21,000 | 15.1 |
| Minnesota | 12 | 30,977 | 28,784 | 19,896 | 15.8 |
| Missouri | 8 | 19,469 | 18,668 | 17,500 | 7.6 |
| Nebraska | 17 | 24,625 | 23,690 | 16,500 | 11.1 |
| New Mexico | 11 | 26,500 | 23,690 | 19,600 | 7.9 |
| New York | 10 | 36,774 | 34,955 | 25,000 | 16.5 |
| North Carolina | 23 | 30,127 | 30,850 | 18,800 | 9.6 |
| Northwestern | 9 | 26,559 | 23,313 | 22,360 | 8.4 |
| Ohio State | 12 | 25,822 | 24,000 | 20,040 | 7.3 |
| Oklahoma | 9 | 23,283 | 21,782 | 18,000 | 11.7 |
| Pennsylvania | 12 | 28,645 | 28,875 | U/A | 13.1 |
| Pennsylvania State | 6 | 25,747 | 23,532 | U/A | 9.3 |
| Pittsburgh | 16 | 26,096 | 25,220 | 18,000 | 14.8 |
| Queen's (D) | 5 | 26,527 | 26,054 | 18,203 | 12.4 |
| Rochester | 10 | 22,632 | 22,792 | U/A | 13.1 |
| Saskatchewan (D) | 2 | * | * | 18,006 | 5.5 |
| South Carolina | 5 | 26,800 | 25,119 | 20,500 | 9.8 |
| Southern Illinois | 6 | 25,270 | 24,778 | 20,000 | 15.2 |
| Stanford | 12 | 34,318 | 32,370 | 25,800 | 13.6 |
| SUNY - Buffalo | 11 | 32,731 | 30,019 | 19,500 | 12.4 |
| Temple | 10 | 26,637 | 26,000 | 21,168 | 14.1 |
| Toronto (D) | 8 | 30,718 | 33,723 | 18,233 | 16.9 |
| Tulane | 6 | 22,880 | 22,000 | 19,000 | 15.0 |
| Utah | 11 | 23,941 | 23,831 | 18,000 | 10.0 |
| Vanderbilt | 11 | 28,535 | 26,350 | 19,000 | 12.8 |
| Virginia | 12 | 29,145 | 26,950 | 19,000 | 9.9 |
| Washington | 15 | 29,271 | 28,020 | 18,720 | 15.4 |
| Washington, St. Louis | 15 | 27,376 | 26,374 | 19,000 | 14.5 |
| Wayne State | 4 | 31,881 | 29,756 | 21,000 | 16.8 |
| Western Ontario (D) | 7 | 25,535 | 26,540 | 17,549 | 16.1 |
| Wisconsin | 17 | 30,375 | 29,175 | 17,200 | 13.7 |
| Yale | 9 | 31,647 | 29,465 | 23,500 | 11.1 |

* - Salary information is not published for fewer than 4 individuals.
Salaries of directors are not included in either the average or median salary statistic.
D - Canadian salaries expressed in U.S. dollars.
U/A - Unavailable.

## TABLE 23: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

### RANK ORDER TABLE, FISCAL YEAR 1988

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 25,000 and over
2- 24,000-24,999
3- 23,000-23,999
4- 22,000-22,999
5- 21,000-21,999
6- 20,000-20,999
7- 19,000-19,999
8- 18,000-18,999
9- 17,000-17,999
10- below 17,000

| GROUP | RANK | INSTITUTION | SALARY |
|---|---|---|---|
| 1 | 1 | Stanford | $25,300 |
| | 2 | Calif., Davis | 25,380 |
| | 2 | Calif., Irvine | 25,380 |
| | 2 | Calif., Los Angeles | 25,380 |
| | 2 | Calif., San Diego | 25,380 |
| | 6 | New York University | 25,000 |
| 2 | 7 | Miami | 24,000 |
| 3 | 8 | Johns Hopkins | 23,565 |
| | 9 | Yale | 23,500 |
| | 10 | Columbia | 23,000 |
| 4 | 11 | Northwestern | 22,360 |
| | 12 | Georgetown | 22,000 |
| 5 | 13 | Dartmouth | 21,500 |
| | 14 | Howard | 21,231 |
| | 15 | Temple | 21,168 |
| | 16 | Michigan | 21,000 |
| | 16 | Wayne State | 21,000 |
| 6 | 18 | Connecticut | 20,500 |
| | 18 | South Carolina | 20,500 |
| | 20 | Ohio State | 20,040 |
| | 21 | Arizona | 20,000 |
| | 21 | Florida | 20,000 |
| | 21 | Southern Illinois | 20,000 |
| 7 | 24 | Boston University | 19,975 |
| | 25 | Minnesota | 19,896 |
| | 26 | Harvard | 19,700 |
| | 27 | New Mexico | $19,600 |
| | 28 | SUNY - Buffalo | 19,500 |
| | 29 | Iowa | 19,290 |
| | 30 | Kansas | 19,000 |
| | 30 | Tulane | 19,000 |
| | 30 | Vanderbilt | 19,000 |
| | 30 | Virginia | 19,000 |
| | 30 | Washington, St. Louis | 19,000 |
| 8 | 35 | Alberta | 18,962 |
| | 36 | North Carolina | 18,800 |
| | 37 | Washington | 18,720 |
| | 38 | Toronto | 18,233 |
| | 39 | Queen's | 18,203 |
| | 40 | Saskatchewan | 18,006 |
| | 41 | Emory | 18,000 |
| | 41 | Oklahoma | 18,000 |
| | 41 | Pittsburgh | 18,000 |
| | 43 | Utah | 18,000 |
| 9 | 45 | McGill | 17,651 |
| | 46 | Case Western Reserve | 17,580 |
| | 47 | Western Ontario | 17,549 |
| | 48 | Missouri | 17,500 |
| | 49 | Wisconsin | 17,200 |
| | 50 | British Columbia | 17,010 |
| | 51 | Kentucky | 17,000 |
| 10 | 52 | McMaster | 16,718 |
| | 53 | Alabama | 16,500 |
| | 53 | Nebraska | 16,500 |

Canadian salaries expressed in U.S. dollars.
Note: Not all Medical Libraries reported Beginning Professional Salary.

## TABLE 24: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

### RANK ORDER TABLE, FISCAL YEAR 1988

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 38,000 and over
2- 34,000-37,999
3- 31,000-33,999
4- 29,000-30,999
5- 27,000-28,999
6- 26,000-26,999
7- 25,000-25,999
8- 24,000-24,999
9- 22,000-23,999
10- below 22,000

| GROUP | RANK | INSTITUTION | SALARY |
|---|---|---|---|
| 1 | 1 | Calif., Irvine | $39,456 |
| | 2 | Calif., Irvine | 39,456 |
| 2 | 3 | Calif., Los Angeles | 36,828 |
| | 4 | Howard | 35,786 |
| | 5 | New York University | 34,955 |
| | 6 | Columbia | 34,100 |
| 3 | 7 | Toronto | 33,723 |
| | 8 | Stanford | 32,370 |
| | 9 | Arizona | 32,206 |
| | 10 | Calif., Davis | 31,896 |
| | 11 | Boston University | 31,850 |
| | 12 | Miami | 31,788 |
| | 13 | Johns Hopkins | 31,522 |
| | 14 | Michigan | 31,240 |
| 4 | 15 | North Carolina | 30,850 |
| | 16 | SUNY - Buffalo | 30,019 |
| | 17 | Wayne State | 29,756 |
| | 18 | Yale | 29,465 |
| | 19 | Georgetown | 29,200 |
| | 20 | Wisconsin | 29,175 |
| | 21 | Dartmouth | 29,000 |
| 5 | 22 | Pennsylvania | 28,875 |
| | 23 | Minnesota | 28,784 |
| | 24 | Florida | 28,490 |
| | 25 | Washington | 28,020 |
| | 26 | British Columbia | 27,689 |
| | 27 | Connecticut | 27,580 |
| | 28 | Duke | 27,300 |
| 6 | 29 | Virginia | $26,950 |
| | 30 | Western Ontario | 26,000 |
| | 31 | Emory | 26,500 |
| | 32 | Washington, St. Louis | 26,374 |
| | 33 | Vanderbilt | 26,350 |
| | 34 | Queen's | 26,054 |
| | 35 | Case Western Reserve | 26,000 |
| | 35 | Temple | 26,000 |
| 7 | 37 | McGill | 25,761 |
| | 38 | Harvard | 25,479 |
| | 39 | Pittsburgh | 25,220 |
| | 40 | South Carolina | 25,119 |
| 8 | 41 | Kentucky | 24,814 |
| | 42 | Southern Illinois | 24,778 |
| | 43 | Iowa | 24,701 |
| | 44 | McMaster | 24,567 |
| | 45 | Ohio State | 24,000 |
| 9 | 46 | Utah | 23,831 |
| | 47 | Nebraska | 23,690 |
| | 47 | New Mexico | 23,690 |
| | 49 | Pennsylvania State | 23,532 |
| | 50 | Northwestern | 23,313 |
| | 51 | Rochester | 22,792 |
| | 52 | Kansas | 22,680 |
| | 53 | Manitoba | 22,210 |
| | 54 | Tulane | 22,000 |
| 10 | 55 | Alberta | 21,815 |
| | 56 | OIklahoma | 21,782 |
| | 57 | Missouri | 18,668 |

The university medical libraries of Alabama and Saskatchewan have too few staff to permit reporting/ranking.
Canadian salaries expressed in U.S. dollars.
Salaries of Directors are not included in the calculation of median salary statistics.

TABLE 25: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS, FISCAL YEAR 1988

| POSITION | Number of Staff | | | Average Salaries | | |
|---|---|---|---|---|---|---|
| | Total | Men | Women | Combined | Men | Women |
| 1. Director, Medical Library | 61 | 26 | 35 | $54,915 | $55,868 | $54,208 |
| 2. Associate Director | 22 | 2 | 20 | 41,480 | * | * |
| 3. Assistant Director | 25 | 5 | 20 | 34,000 | 41,064 | 32,233 |
| 4. Head, Medical Branch | 21 | 3 | 18 | 33,226 | * | * |
| 5. Subject Specialist | 16 | 2 | 14 | 28,911 | * | * |
| 6. Functional Specialist | 40 | 14 | 26 | 27,869 | 30,371 | 26,522 |
| 7. Dept. Head:Reference | 27 | 5 | 22 | 30,549 | 29,759 | 30,729 |
| 8. Cataloging | 23 | 3 | 20 | 29,521 | * | * |
| 9. Acquisition | 16 | 4 | 12 | 28,235 | 28,290 | 28,217 |
| 10. Serials | 13 | 2 | 11 | 26,678 | * | * |
| 11. Circulation | 9 | 3 | 6 | 29,735 | * | * |
| 12. Spec. Coll'n. | 11 | 5 | 6 | 30,430 | 34,250 | 27,884 |
| 13. Computer | 6 | 3 | 3 | 31,612 | 32,841 | 30,382 |
| 14. Other | 65 | 14 | 51 | 34,421 | 35,237 | 34,192 |
| 15. Reference:Over 15 yrs. exp. | 48 | 7 | 41 | 32,023 | 32,941 | 31,866 |
| 16. 10 - 15 yrs. exp. | 30 | 4 | 26 | 28,349 | 29,887 | 28,113 |
| 17. 5 - 10 yrs. exp. | 54 | 6 | 48 | 25,653 | 27,111 | 25,471 |
| 18. Under 5 yrs. exp. | 57 | 4 | 53 | 22,574 | 21,318 | 22,669 |
| 19. Catalog: Over 15 yrs. exp. | 12 | 5 | 7 | 33,202 | 34,118 | 32,548 |
| 20. 10 - 15 yrs. exp. | 7 | 1 | 6 | 22,426 | * | * |
| 21. 5 - 10 yrs. exp. | 6 | 1 | 5 | 24,926 | * | * |
| 22. Under 5 yrs. exp. | 10 | 2 | 8 | 22,479 | * | * |
| 23. Other: Over 15 yrs. exp. | 15 | 3 | 12 | 32,693 | * | * |
| 24. 10 - 15 yrs. exp. | 17 | 5 | 12 | 28,326 | 29,735 | 27,739 |
| 25. 5 - 10 yrs. exp. | 23 | 4 | 19 | 25,316 | 22,678 | 25,903 |
| 26. Under 5 yrs. exp. | 12 | 2 | 10 | 19,954 | * | * |
| ALL POSITIONS | 646 | 135 | 511 | $31,749 | $36,131 | $30,594 |

* - Salary information is not published when fewer than 4 individuals are involved.

TABLE 26: NUMBER AND AVERAGE EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS, FISCAL YEAR 1988

| POSITION | Number of Staff | | | Average Years of Experience | | |
|---|---|---|---|---|---|---|
| | Total | Men | Women | Combined | Men | Women |
| 1. Director, Medical Library | 61 | 26 | 35 | 21.9 | 22.9 | 21.1 |
| 2. Associate Director | 22 | 2 | 20 | 18.5 | 11.5 | 19.2 |
| 3. Assistant Director | 25 | 5 | 20 | 15.2 | 17.0 | 14.8 |
| 4. Branch Head | 21 | 3 | 18 | 14.7 | 20.3 | 13.7 |
| 5. Subject Specialist | 16 | 2 | 14 | 15.4 | 14.5 | 15.5 |
| 6. Functional Specialist | 40 | 14 | 26 | 7.9 | 9.7 | 6.8 |
| 7. Dept. Head: Reference | 27 | 5 | 22 | 11.5 | 10.4 | 11.8 |
| 8. Cataloging | 23 | 3 | 20 | 14.7 | 19.7 | 14.0 |
| 9. Acquisitions | 16 | 4 | 12 | 10.1 | 11.0 | 9.8 |
| 10. Serials | 13 | 2 | 11 | 11.5 | 9.0 | 11.9 |
| 11. Circulation | 9 | 3 | 6 | 14.0 | 11.7 | 15.2 |
| 12. Spec. Coll'n | 11 | 5 | 6 | 14.7 | 19.6 | 10.7 |
| 13. Computer | 6 | 3 | 3 | 5.7 | 6.0 | 5.3 |
| 14. Other | 65 | 14 | 51 | 15.4 | 18.5 | 14.6 |
| 15. Reference | 189 | 21 | 168 | 10.1 | 12.5 | 9.8 |
| 16. Cataloging | 35 | 9 | 26 | 11.5 | 13.9 | 10.7 |
| 17. Other | 67 | 14 | 53 | 10.6 | 10.5 | 11.0 |
| ALL POSITIONS | 646 | 135 | 511 | 12.8 yrs | 15.2 yrs | 12.2 yrs |

TABLE 27: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1988

| YEARS OF EXPERIENCE | Number of Staff | | | | Average Salaries | | |
|---|---|---|---|---|---|---|---|
| | Total | Men | Women | % of Total | Combined | Men | Women |
| 1. 0 - 3 yrs. exp. | 88 | 9 | 79 | 13.6 | $ 22,312 | $ 22,768 | $ 22,260 |
| 2. 4 - 7 yrs. exp. | 111 | 18 | 93 | 17.2 | 25,917 | 26,923 | 25,722 |
| 3. 8 - 11 yrs. exp. | 122 | 27 | 95 | 18.9 | 28,909 | 28,739 | 28,957 |
| 4. 12 - 15 yrs. exp. | 115 | 26 | 89 | 17.8 | 32,775 | 36,344 | 31,732 |
| 5. 16 - 19 yrs. exp. | 78 | 13 | 65 | 12.1 | 37,262 | 40,234 | 36,667 |
| 6. 20 - 23 yrs. exp. | 57 | 16 | 41 | 8.8 | 37,455 | 42,150 | 35,623 |
| 7. 24 - 27 yrs. exp. | 30 | 9 | 21 | 4.6 | 44,345 | 50,130 | 41,865 |
| 8. 28 - 31 yrs. exp. | 22 | 9 | 13 | 3.4 | 44,360 | 47,488 | 42,194 |
| 9. 32 - 35 yrs. exp. | 12 | 6 | 6 | 1.9 | 45,711 | 48,409 | 43,014 |
| 10. Over 35 yrs. exp. | 11 | 2 | 9 | 1.7 | 47,462 | * | * |
| ALL POSITIONS | 646 | 135 | 511 | 100.0 | $31,749 | $36,131 | $30,594 |

* - Salary information is not published when fewer than four individuals are involved.
Canadian salaries converted to U.S. dollars

TABLE 28: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 1988

| INSTITUTION | FILLED POSITIONS | AVERAGE SALARY | MEDIAN SALARY | BEGINNING SALARY | AVERAGE YEARS EXPERIENCE |
|---|---|---|---|---|---|
| Alabama | 6 | $23,556 | $23,084 | $19,000 | 8.0 |
| Alberta (D) | 5 | 30,855 | 30,695 | 18,962 | 16.2 |
| Arizona | 7 | 29,783 | 29,957 | 19,500 | 11.0 |
| Arizona State | 7 | 34,438 | 35,778 | U/A | 13.6 |
| Boston | 11 | 31,635 | 28,800 | 20,000 | 11.5 |
| Brigham Young | 8 | 28,003 | 25,100 | 21,320 | 7.5 |
| British Columbia (D) | 3 | * | * | 17,010 | 20.7 |
| Calif., Berkeley | 14 | 39,937 | 36,828 | 25,380 | 12.3 |
| Calif., Davis | 5 | 50,386 | 49,656 | 25,380 | 16.8 |
| Calif., Los Angeles | 10 | 40,028 | 36,954 | 25,380 | 12.6 |
| Case Western Reserve | 13 | 26,466 | 25,300 | 17,500 | 6.0 |
| Colorado | 5 | 28,106 | 27,200 | U/A | 12.2 |
| Columbia | 16 | 35,033 | 32,465 | 23,000 | 9.4 |
| Connecticut | 7 | 33,472 | 31,572 | 20,500 | 10.1 |
| Cornell | 7 | 28,397 | 29,315 | 18,750 | 12.4 |
| Duke | 9 | 30,592 | 29,250 | U/A | 8.4 |
| Emory | 6 | 29,169 | 26,401 | 18,000 | 10.2 |
| Florida | 11 | 28,500 | 27,375 | 20,000 | 12.8 |
| Florida State | 7 | 30,010 | 29,225 | 16,500 | 9.6 |
| Georgetown | 17 | 37,076 | 33,650 | 21,000 | 11.4 |
| Georgia | 8 | 30,384 | 28,220 | 18,000 | 21.3 |
| Harvard | 33 | 37,474 | 35,700 | 19,700 | 12.8 |
| Hawaii | 3 | * | * | 23,016 | 17.3 |
| Houston | 6 | 25,363 | 24,750 | 17,750 | 9.8 |
| Howard | 5 | 28,213 | 26,685 | 21,231 | 12.4 |
| Illinois | 7 | 26,750 | 23,585 | 20,000 | 11.4 |
| Indiana | 8 | 27,153 | 22,995 | U/A | 6.4 |
| Iowa | 11 | 29,610 | 27,500 | 19,290 | 9.3 |
| Kansas | 5 | 24,891 | 25,570 | 18,500 | 11.4 |
| Kentucky | 4 | * | * | 17,000 | 10.0 |
| Louisiana State | 10 | 24,540 | 23,200 | 19,000 | 11.7 |
| McGill (D) | 5 | 27,585 | 27,545 | 17,651 | 15.0 |
| Manitoba (D) | 3 | * | * | U/A | 10.0 |
| Miami | 13 | 27,396 | 26,575 | 24,000 | 6.4 |
| Michigan | 14 | 31,681 | 29,102 | 22,000 | 14.0 |
| Missouri | 7 | 21,897 | 22,363 | U/A | 11.1 |
| Nebraska | 4 | * | * | 19,500 | 6.0 |
| New Mexico | 5 | 27,649 | 28,398 | 21,000 | 11.8 |
| New York | 16 | 37,637 | 35,000 | 27,000 | 8.1 |
| North Carolina | 8 | 26,556 | 22,519 | 17,500 | 11.9 |
| Northwestern | 10 | 32,674 | 32,550 | 28,360 | 12.5 |
| Notre Dame | 7 | 30,771 | 31,000 | U/A | 7.4 |
| Ohio State | 8 | 29,863 | 28,080 | 20,280 | 9.4 |
| Oklahoma | 7 | 20,883 | 19,820 | 15,000 | 5.3 |
| Oregon | 6 | 24,762 | 22,649 | 20,000 | 9.2 |
| Pennsylvania | 13 | 29,527 | 28,325 | U/A | 8.5 |
| Pittsburgh | 5 | 29,527 | 27,501 | 17,850 | 8.2 |
| Queen's (D) | 5 | 25,769 | 26,863 | 18,203 | 14.8 |
| Saskatchewan (D) | 2 | * | * | 18,006 | 13.5 |
| South Carolina | 7 | 27,030 | 26,639 | 20,000 | 13.4 |
| Southern Illinois | 6 | 35,087 | 38,343 | 24,000 | 12.5 |
| Stanford | 7 | 39,501 | 36,686 | 25,800 | 20.9 |
| SUNY - Buffalo | 9 | 30,555 | 31,620 | 19,500 | 9.8 |
| Syracuse | 4 | 27,250 | 27,600 | U/A | 8.0 |
| Temple | 8 | 24,585 | 22,509 | 17,640 | 11.1 |
| Texas | 19 | 24,309 | 24,150 | 19,380 | 12.5 |
| Toronto (D) | 5 | 29,528 | 28,834 | 18,233 | 13.4 |
| Tulane | 9 | 26,731 | 25,900 | 19,000 | 8.1 |
| Utah | 5 | 35,216 | 26,000 | 17,500 | 11.8 |
| Vanderbilt | 8 | 29,129 | 27,300 | 19,000 | 12.3 |
| Virginia | 13 | 30,892 | 28,300 | 19,000 | 9.0 |
| Washington | 11 | 26,836 | 26,004 | 23,004 | 13.5 |
| Washington, St. Louis | 6 | 26,441 | 25,280 | 19,152 | 13.7 |
| Wayne State | 5 | 32,539 | 31,707 | 21,000 | 14.4 |
| Western Ontario (D) | 3 | * | * | 17,549 | 18.7 |
| Wisconsin | 9 | 30,236 | 30,012 | U/A | 11.8 |
| Yale | 11 | 33,157 | 32,100 | 23,500 | 17.0 |
| York (D) | 6 | 28,445 | 24,997 | 18,718 | 12.5 |

* - Salary information is not published for fewer than 4 individuals.
Salaries of directors are not included in either the average or median salary statistic.
D - Canadian salaries expressed in U.S. dollars.
U/A - Unavailable.

## TABLE 29: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

### RANK ORDER TABLE, FISCAL YEAR 1988

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 25,000 and over
2- 24,000-24,999
3- 23,000-23,999
4- 22,000-22,999
5- 21,000-21,999
6- 20,000-20,999
7- 19,000-19,999
8- 18,000-18,999
9- 17,000-18,999
10- below 17,000

| GROUP | RANK | INSTITUTION | SALARY |
|---|---|---|---|
| 1 | 1 | Northwestern | $28,360 |
| | 2 | New York University | 27,000 |
| | 3 | Stanford | 25,800 |
| | 4 | Calif., Berkeley | 25,380 |
| | 4 | Calif. , Davis | 25,380 |
| | 4 | Calif., Los Angeles | 25,380 |
| 2 | 7 | Miami | 24,000 |
| | 7 | Southern Illinois | 24,000 |
| 3 | 9 | Yale | 23,500 |
| | 10 | Hawaii | 23,016 |
| | 11 | Washington | 23,004 |
| | 12 | Columbia | 23,000 |
| 4 | 13 | Michigan | 22,000 |
| 5 | 14 | Brigham Young | 21,320 |
| | 15 | Howard | 21,231 |
| | 16 | Georgetown | 21,000 |
| | 16 | New Mexico | 21,000 |
| | 16 | Wayne State | 21,000 |
| 6 | 19 | Connecticut | 20,500 |
| | 20 | Ohio State | 20,280 |
| | 21 | Boston University | 20,000 |
| | 21 | Florida | 20,000 |
| | 21 | Illinois | 20,000 |
| | 21 | Oregon | 20,000 |
| | 21 | South Carolina | 20,000 |
| 7 | 26 | Harvard | 19,700 |
| | 27 | Arizona | 19,500 |
| | 27 | Nebraska | $19,500 |
| | 27 | SUNY - Buffalo | 19,500 |
| | 30 | Texas | 19,380 |
| | 31 | Iowa | 19,290 |
| | 32 | Washington, St. Louis | 19,152 |
| | 33 | Alabama | 19,000 |
| | 33 | Louisiana State | 19,000 |
| | 33 | Tulane | 19,000 |
| | 33 | Vanderbilt | 19,000 |
| | 33 | Virginia | 19,000 |
| 8 | 38 | Alberta | 18,962 |
| | 39 | Cornell | 18,750 |
| | 40 | York | 18,718 |
| | 41 | Kansas | 18,500 |
| | 42 | Toronto | 18,233 |
| | 43 | Queen's | 18,203 |
| | 44 | Saskatchewan | 18,006 |
| | 45 | Emory | 18,000 |
| | 45 | Georgia | 18,000 |
| 9 | 47 | Pittsburgh | 17,850 |
| | 48 | Houston | 17,750 |
| | 49 | McGill | 17,651 |
| | 50 | Temple | 17,640 |
| | 51 | Western Ontario | 17,549 |
| | 52 | Case Western Reserve | 17,500 |
| | 52 | North Carolina | 17,500 |
| | 52 | Utah | 17,500 |
| | 55 | British Columbia | 17,010 |
| | 56 | Kentucky | 17,000 |
| 10 | 57 | Florida State | 16,500 |
| | 58 | Oklahoma | 15,000 |

Canadian salaries expressed in U.S. dollars.
Note: Not all Law Libraries reported a Beginning Professional Salary.

## TABLE 30: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

### RANK ORDER TABLE, FISCAL YEAR 1988

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 40,000 and over
2- 35,000-39,999
3- 30,000-34,999
4- 28,000-29,999
5- 26,000-27,999
6- 24,000-25,999
7- 23,000-23,999
8- 22,000-22,999
9- below 22,000

| GROUP | RANK | INSTITUTION | SALARY |
|---|---|---|---|
| 1 | 1 | Calif., Davis | $ 49,656 |
| 2 | 2 | Southern Illinois | 38,343 |
| | 3 | Calif., Los Angeles | 36,954 |
| | 4 | Calif., Berkeley | 36,828 |
| | 5 | Stanford | 36,686 |
| 3 | 6 | Arizona State | 35,778 |
| | 7 | Harvard | 35,700 |
| | 8 | New York | 35,000 |
| | 9 | Georgetown | 33,650 |
| | 10 | Northwestern | 32,550 |
| | 11 | Columbia | 32,465 |
| | 12 | Yale | 32,100 |
| | 13 | Wayne State | 31,707 |
| | 14 | SUNY - Buffalo | 31,620 |
| | 15 | Connecticut | 31,572 |
| | 16 | Notre Dame | 31,000 |
| | 17 | Alberta | 30,695 |
| | 18 | Wisconsin | 30,012 |
| 4 | 19 | Arizona | 29,957 |
| | 20 | Cornell | 29,315 |
| | 21 | Duke | 29,250 |
| | 22 | Florida State | 29,225 |
| | 23 | Michigan | 29,102 |
| | 24 | Toronto | 28,834 |
| | 25 | Boston | 28,800 |
| | 26 | New Mexico | 28,398 |
| | 27 | Pennsylvania | 28,325 |
| | 28 | Virginia | 28,300 |
| | 29 | Georgia | 28,220 |
| | 30 | Ohio State | 28,080 |
| 5 | 31 | Syracuse | $ 27,600 |
| | 32 | McGill | 27,545 |
| | 33 | Pittsburgh | 27,501 |
| | 34 | Iowa | 27,500 |
| | 35 | Florida | 27,375 |
| | 36 | Vanderbilt | 27,300 |
| | 37 | Colorado | 27,200 |
| | 38 | Queen's | 26,863 |
| | 39 | Howard | 26,685 |
| | 40 | South Carolina | 26,639 |
| | 41 | Miami | 26,575 |
| | 42 | Emory | 26,401 |
| | 43 | Washington | 26,004 |
| | 44 | Utah | 26,000 |
| 6 | 45 | Tulane | 25,900 |
| | 46 | Kansas | 25,570 |
| | 47 | Case Western Reserve | 25,300 |
| | 48 | Washington, St. Louis | 25,280 |
| | 49 | Brigham Young | 25,100 |
| | 50 | York | 24,997 |
| | 51 | Houston | 24,750 |
| | 52 | Texas | 24,150 |
| 7 | 53 | Illinois | 23,585 |
| | 54 | Louisiana State | 23,200 |
| | 55 | Alabama | 23,084 |
| 8 | 56 | Indiana | 22,995 |
| | 57 | Oregon | 22,649 |
| | 58 | North Carolina | 22,519 |
| | 59 | Temple | 22,509 |
| | 60 | Missouri | 22,363 |
| 9 | 61 | Oklahoma | 19,820 |

The following university law libraries have too few staff to permit reporting/ranking:
British Columbia, Hawaii, Kentucky, Manitoba, Nebraska, Saskatchewan, and Western Ontario.
Salaries of directors are not included in the calculation of median salary statistics.
Canadian salaries expressed in U.S. dollars

TABLE 31: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS, FISCAL YEAR 1988

| POSITION | Number of Staff | | | Average Salaries | | |
|---|---|---|---|---|---|---|
| | Total | Men | Women | Combined | Men | Women |
| 1. Director, Law Library | 64 | 37 | 27 | $66,177 | $70,179 | $60,692 |
| 2. Associate Director | 22 | 9 | 13 | 41,861 | 38,141 | 44,437 |
| 3. Assistant Director | 16 | 5 | 11 | 44,767 | 42,841 | 45,642 |
| 4. Head, Law Branch | 1 | 0 | 1 | * | | * |
| 5. Subject Specialist | 19 | 5 | 14 | 29,719 | 27,326 | 30,516 |
| 6. Functional Specialist | 28 | 12 | 16 | 30,464 | 30,215 | 30,651 |
| 7. Dept. Head: Reference | 27 | 13 | 14 | 32,790 | 34,281 | 31,405 |
| 8. Cataloging | 34 | 7 | 27 | 31,313 | 33,263 | 30,808 |
| 9. Acquisitions | 27 | 5 | 22 | 29,253 | 31,180 | 28,816 |
| 10. Serials | 2 | 0 | 2 | * | | * |
| 11. Documents | 11 | 1 | 10 | 26,204 | * | * |
| 12. Circulation | 22 | 4 | 18 | 26,308 | 25,608 | 26,463 |
| 13. Spec. Coll'n. | 3 | 1 | 2 | 35,761 | * | * |
| 14. Computer | 4 | 1 | 3 | 29,264 | 20,625 | 32,144 |
| 15. Other | 57 | 21 | 36 | 35,318 | 36,211 | 34,810 |
| 16. Reference: Over 15 yrs. exp. | 25 | 12 | 13 | 32,851 | 34,248 | 31,561 |
| 17. 10 - 15 yrs. exp. | 23 | 8 | 15 | 30,223 | 31,633 | 29,471 |
| 18. 5 - 10 yrs. exp. | 30 | 13 | 17 | 28,041 | 29,579 | 26,865 |
| 19. Under 5 yrs. exp. | 40 | 17 | 23 | 25,414 | 25,331 | 25,476 |
| 20. Catalog: Over 15 yrs. exp. | 14 | 2 | 12 | 28,790 | * | * |
| 21. 10 - 15 yrs. exp. | 17 | 5 | 12 | 28,080 | 30,607 | 27,027 |
| 22. 5 - 10 yrs. exp. | 14 | 2 | 12 | 27,093 | * | * |
| 23. Under 5 yrs. exp. | 16 | 3 | 13 | 23,083 | * | * |
| 24. Other: Over 15 yrs. exp. | 8 | 3 | 5 | 31,859 | * | * |
| 25. 10 - 15 yrs. exp. | 9 | 1 | 8 | 33,475 | * | * |
| 26. 5 - 10 yrs. exp. | 11 | 0 | 11 | 26,925 | | 26,925 |
| 27. Under 5 yrs. exp. | 16 | 6 | 10 | 24,421 | 24,419 | 24,422 |
| ALL POSITIONS | 560 | 193 | 367 | $34,735 | $39,019 | $32,490 |

* - Salary information is not published when fewer than 4 individuals are involved.
Canadian salaries converted to U.S. dollars.

TABLE 32: NUMBER AND AVERAGE EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS, FISCAL YEAR 1988

| POSITION | Number of Staff | | | Average Years of Experience | | |
|---|---|---|---|---|---|---|
| | Total | Men | Women | Combined | Men | Women |
| 1. Director, Law Library | 64 | 37 | 27 | 18.8 | 19.4 | 18.1 |
| 2. Associate Director | 22 | 9 | 13 | 14.4 | 15.2 | 13.8 |
| 3. Assistant Director | 16 | 5 | 11 | 15.3 | 11.0 | 17.2 |
| 4. Head, Law Branch | 1 | 0 | 1 | 12.0 | | 12.0 |
| 5. Subject Specialist | 19 | 5 | 14 | 12.9 | 13.0 | 12.9 |
| 6. Functional Specialist | 28 | 12 | 16 | 8.7 | 7.3 | 9.7 |
| 7. Dept. Head: Reference | 27 | 13 | 14 | 10.0 | 8.1 | 11.7 |
| 8. Cataloging | 34 | 7 | 27 | 12.9 | 11.6 | 13.3 |
| 9. Acquisitions | 27 | 5 | 22 | 9.4 | 8.6 | 9.6 |
| 10. Serials | 2 | 0 | 2 | 2.5 | | 2.5 |
| 11. Documents | 11 | 1 | 10 | 10.2 | 4.0 | 10.8 |
| 12. Circulation | 22 | 4 | 18 | 8.8 | 7.8 | 9.0 |
| 13. Spec. Coll'n. | 3 | 1 | 2 | 12.3 | 7.0 | 15.0 |
| 14. Computer | 4 | 1 | 3 | 8.8 | 3.0 | 10.7 |
| 15. Other | 57 | 21 | 36 | 11.8 | 12.9 | 11.2 |
| 16. Reference | 118 | 50 | 68 | 9.3 | 9.7 | 9.0 |
| 17. Catalog | 61 | 12 | 49 | 10.0 | 11.0 | 9.8 |
| 18. Other | 44 | 10 | 34 | 8.3 | 7.9 | 8.4 |
| ALL POSITIONS | 560 | 193 | 367 | 11.4 yrs | 11.9 yrs | 11.0 yrs |

TABLE 33: NUMBER AND AVERAGE SALARIES OF ARL LAW UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE

FISCAL YEAR 1988

| YEARS OF EXPERIENCE | Number of Staff | | | | Average Salaries | | |
|---|---|---|---|---|---|---|---|
| | Total | Men | Women | % of Total | Combined | Men | Women |
| 1. 0 - 3 yrs. exp. | 89 | 38 | 51 | 15.9 | $24,957 | $24,865 | $25,026 |
| 2. 4 - 7 yrs. exp. | 111 | 36 | 75 | 19.8 | 28,371 | 31,678 | 26,788 |
| 3. 8 - 11 yrs. exp. | 97 | 25 | 72 | 17.3 | 32,008 | 34,033 | 31,305 |
| 4. 12 - 15 yrs. exp. | 121 | 37 | 84 | 21.6 | 38,975 | 43,848 | 36,829 |
| 5. 16 - 19 yrs. exp. | 74 | 23 | 51 | 13.2 | 40,803 | 48,711 | 37,237 |
| 6. 20 - 23 yrs. exp. | 33 | 14 | 19 | 5.9 | 45,083 | 53,523 | 38,864 |
| 7. 24 - 27 yrs. exp. | 17 | 10 | 7 | 3.0 | 41,337 | 45,721 | 35,073 |
| 8. 28 - 31 yrs. exp. | 4 | 2 | 2 | 0.7 | 46,196 | * | * |
| 9. 32 - 35 yrs. exp. | 7 | 5 | 2 | 1.3 | 67,308 | * | * |
| 10. Over 35 yrs. exp. | 7 | 3 | 4 | 1.3 | 51,843 | * | * |
| ALL POSITIONS | 560 | 193 | 367 | 100.0 | $34,735 | $39,019 | $32,490 |

* - Salary information is not published when fewer than four individuals are involved.
Canadian salaries expressed in U.S. dollars.

# ARL SALARY SURVEY 1987
## University Library Questionnaire

### General Instructions for Completing the Questionnaire

1. This survey is concerned with **professional** positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.

2. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

3. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or l0 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are the norm required by the employer, report the actual salary paid.

4. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

5. The salary figures should be straight gross salary figures. Do not include fringe benefits.

6. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.

7. The questionnaire should be returned to the ARL Office by **August 31, 1987**

### Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with updated information for filled and temporarily vacant professional positions for the fiscal year 1986-87, as well as the current fiscal year, 1987-88.

2. Please include the Beginning Professional Salary and the Median Salary for Law and Medical libraries if included in the survey; if not included, enter "N/A" in the appropriate blank. The 1986-87 figures were included in the published *Survey*.

3. Question 1. The **Beginning Professional Salary** is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure which is actually used or likely to be used for entry-level librarians hired by your library.

   Please consult the published survey for 1986. Was the reported figure for Beginning Professional Salary accurate for the fiscal year 1986-87, or did a later adjustment in salaries increase it? If you have a revision to report, please supply the updated figure.

4. Question 2. The **Median Salary** is the salary that has an equal number of salaries above and below it. For libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.

   Your library's Median Professional Salary for 1986-87 was calculated by ARL from the individual salaries you supplied on last year's questionnaire. If the 1986-87 salaries in your institution were substantially revised after that time (i.e., the median figure published last year by ARL does not adequately reflect the actual 1986-87 median salary in your library) please supply an updated figure.

5. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

## Instructions for Completing Part II: Individual Data

1. Part II of this survey requests salary information on all filled or temporarily vacant positions for fiscal year 1987-88. In addition, information on sex, minority status, rank, and years of experience is requested for filled positions. The form requests information for individuals; aggregate data for each institution will be generated by computer. Please photocopy additional sheets if you cannot list all professional positions in the space provided.

2. List information for individuals in separate Law or Medical libraries on sheets devoted only to each of those two branches. (This will permit ARL to analyze whether there are separate salary patterns for those two specialties.) Check the appropriate box at the top of the form to indicate when a sheet is being used only for Law or Medical library staff.

3. The column to the left of the perforation labeled "Staff Member i.d." has been provided so the form can also serve as a work sheet. After the forms have been completed, the left-hand column should be removed along the perforation to ensure anonymity of the data. Except for segregating Law and Medical library staff, the order in which staff members are entered on the form is immaterial; enter them in the order most convenient for you.

4. After entering the identification of the individual, enter his/her salary as of July l, 1987. If the library normally increases salaries at a date later than July l, and the salary as of that later date is known or can be estimated (within $l00 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.

5. Salaries should be reported for all filled positions and all positions that are temporarily vacant. If an exact salary figure for a vacant position is established, that figure should be reported. If you do not have an exact salary for a vacancy, estimate the salary level at which the position is most likely to be filled.

6. **Position Code**. The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature.

   Please use these categories in the manner you feel best applies to your library. Indicate a position title by means of one of the following codes:

| | |
|---|---|
| DIRLIB | Director of Libraries (or equivalent title) |
| ASCDIR | Associate Director |
| ASTDIR | Assistant Director |
| HDMED | Head, Medical Library |
| HDLAW | Head, Law Library |
| HDBR | Head, Other Branch Library |
| FSPEC | Functional Specialist |
| SSPEC | Subject Specialist |
| HDACQ | Head, Acquisitions Department |
| HDREF | Head, Reference Department |
| HDCAT | Head, Catalog Department |
| HDSER | Head, Serials Department |
| HDDOC | Head, Documents Department |
| HDMAP | Head, Map Room/Department |
| HDCIRC | Head, Circulation |
| HDRBM | Head, Rare Book/Manuscripts Department |
| HDCOMP | Head, Library and Computer Systems |
| HDOTR | Head, Other Department/Service/Agency |
| CAT | Catalogers, both general and specialized |
| REF | Reference librarians, both general and specialized |
| PUBS | Public Services, non-supervisory, except reference librarians |
| TECH | Technical Services, non-supervisory, except catalogers |
| ADMN | Administrative and other units, non-supervisory position |

If any individual has responsibilities described by more than one of the above categories, choose the category which is most typical of his/her general duties.

**Specialists**. These are of two kinds: **Subject Specialists**, who primarily build collections (but may also offer specialized reference and bibliographic services); and **Functional Specialists**, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have the MLS).

**Department Heads**. Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency." Head, Catalog Department should be used either for the department that does original cataloging only, or for a department that handles all cataloging. A Department Head who is responsible for cataloging from LC Copy, OCLC, etc., but not for original cataloging should be included in the category "Head, Other Department/Service/Agency." List the head of library automation and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriate administrative code. If there is an intermediate level of management between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out the analysis, programming, etc. should be listed as functional specialists (FSPEC).

**Head, Acquisitions Department**. Use HDACQ for all of the following positions: a) head of a department which is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc; b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries which split these two functions between two departments should report more than one professional with the position HDACQ.

**Assistant Department Heads.** Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervision and revision of the work of others should also be listed as "Head, Other Department/Service/Agency." However, Assistant Head positions responsible for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.

7. **Sex.** Indicate either M or F, for male and female, respectively.

8. **Minority status code.** U.S. university libraries, only, should indicate minority status by means of one of the following code numbers. (Leave blank if a Canadian library or if not applicable):

   1 Black
   2 Hispanic
   3 Asian or Pacific Islander
   4 American Indian or Native Alaskan
   5 Caucasian

9. **Total years of professional experience.** Define "professional experience" as indicated in the general instructions; for most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions.

10. **Rank.** Responses concerning rank should be limited to professional librarians and other professionals reported in the survey who occupy the same ranks as librarians. Leave the rank column blank for professionals who do not occupy these ranks or if the column is not applicable. For example, if the Library Business Officer holds a rank typically used for university administrators but not for librarians, do not supply a rank code for that individual or describe his/her rank in answering other questions, even if you have included salary and other data for the Business Officer.

    If multiple ranking structures are used for librarians and these structures are substantially different and not equivalent, enter individual rank information only for that group which represents the largest fraction of "rank-and-file" librarians.

    Complete the last column, labeled "Rank Code", using the following codes:

    0 A rank normally occupied solely by the library director and/or assistant and associate directors.
    9 Rank unknown; or, there is confusion or controversy regarding how to code this individual's rank.
    1 Lowest level in the rank structure.
    2 Next highest level in the rank structure.
    3-8 Successively higher levels in the rank structure. Highest number in this range should be equivalent to the highest rank in the library's structure (unless the highest rank is occupied solely by the director and/or assistant and associate directors).

    Include ranks that may be unoccupied at the present time due to circumstances such as unusually high turnover, hiring freezes, etc.

# ARL SALARY SURVEY 1987
## University Library Questionnaire

### Part I: Summary Data

Reporting Institution _____ Date returned to ARL _____

Report prepared by (name) _____

Title _____ Phone number _____

Contact person (if different) _____

Title _____ Phone number _____

| | | Main | Law | Medical |
|---|---|---|---|---|
| 1. | **Beginning Professional Salary** | | | |
| | a. Beginning professional salary for 1986-87 as reported in last year's **ARL Annual Salary Survey.** | _____ | _____ | _____ |
| | b. If salary reported last year has been revised, please report correct 1986-87 beginning professional salary. | _____ | _____ | _____ |
| | c. Beginning professional salary for 1987-88. | _____ | _____ | _____ |
| 2. | **Median Professional Salary** | | | |
| | a. Median professional salary for 1986-87 as reported in last year's **ARL Annual Salary Survey.** | _____ | _____ | _____ |
| | b. If salaries reported last year have been substantially revised, please report correct 1986-87 median professional salary. | _____ | _____ | _____ |

(Note: ARL will calculate the 1987-88 median professional salary for your library from the data you supply in Part II of this questionnaire.)

3. **Footnotes** (Please compare with footnotes from surveys of previous years.)

a. Figures includes salaries for main campus only.

_____ Yes _____ No _____ We have only one campus.

b. Other libraries not included:

_____

_____

_____

_____

c. Indicate the number of levels in your institution's rank structure for professional librarians.

_____ 1 level (i.e., no differentiated levels)
_____ 2 levels
_____ 3 levels
_____ 4 levels
_____ 5 levels
_____ more than 5 levels (please specify the number of levels: _____)

In determining the number of levels within the professional librarian rank structure, do not count a rank normally occupied only by the library director and/or other top level staff such as associate and assistant directors.

d. Other comments:

_____

_____

_____

_____

_____

_____

Please return the Salary Survey questionnaire to the ARL Office by **August 31, 1987.**

salsurv.87

# ARL SALARY SURVEY 1987
## University Library Questionnaire

***Part II: Individual Data***

| Office Use Only | |
|---|---|
| | |
| | |

☐ Check here if this sheet is for Medical Library only

☐ Check here if this sheet is for Law Library only

**CONFIDENTIAL**

***DETACH BEFORE MAILING FORM BACK TO THE ARL OFFICE***

Reporting Library _____

Sheet Number _____

| Staff Member name or i.d. | Seq. No. | Salary July 1, 1987 *(See instructions)* | Position Code *(See instructions)* | leave blank | Sex (M or F) | Minority Status Code *(See instructions)* | Total Years Prof. Exper. | Rank Code *(See instructions)* |
|---|---|---|---|---|---|---|---|---|
| | 1 | | | | | | | |
| | 2 | | | | | | | |
| | 3 | | | | | | | |
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| | 23 | | | | | | | |
| | 24 | | | | | | | |
| | 25 | | | | | | | |

# ARL SALARY SURVEY 1987
## Nonuniversity Library Questionnaire

1. This survey is concerned with the salaries of **professional** positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as systems analysts, budget officers, etc.

2. Salaries should be reported for all filled and temporarily vacant positions. Vacant positions should be reported at the known salary level, or at the salary level at which the position is most likely to be filled.

3. Report 1987-88 salaries as they exist on July 1, 1987. If the library normally increases salaries at a date after July l, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.

4. The **Median Salary** is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.

5. The **Beginning Professional Salary** is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure which is actually used or likely to be used for entry-level librarians hired by your library.

6. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

7. Salaries should normally be reported on a l2-month basis. If an appointment is for 9 or l0 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are normally required by the employer, report the actual salary paid.

8. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

9. The salary figures should be straight gross salary figures. Do not include fringe benefits.

10 Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.

11. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

12. The questionnaire should be returned to the ARL Office by **August 31, 1987.**

# ARL SALARY SURVEY 1987
## Nonuniversity Library Questionnaire

Reporting Institution _____ Date returned to ARL _____

Report prepared by (name) _____

Title _____ Phone number _____

Contact person (if different) _____

Title _____ Phone number _____

1. Complete the table on the back of this sheet by indicating the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1986-87 and 1987-88.

2. Median professional salary in fiscal year 1986-87. _____

3. Median professional salary for for fiscal year 1987-88. _____

4. Beginning professional salary in 1986-87. _____

5. Beginning professional salary for 1987-88. _____

6. Footnotes (Please compare with footnotes from surveys of previous years.)

   a. Law Library salaries are included.

      ____ Yes ____ No ____ We do not have a Law Library.

   b. Medical Library salaries are included.

      ____ Yes ____ No ____ We do not have a Medical Library.

   c. Branch libraries not included:

      _____

      _____

7. Other comments:

   _____

   _____

Please return this form to the ARL Office by **August 31, 1987.**

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**Indicate the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1986-87 and 1987-88.**

| Salary Range | Number of Positions | |
|---|---|---|
| | 1986-87 | 1987-88 |
| 95,000 or more | | |
| 90,000 - - - 94,999 | | |
| 85,000 - - - 89,999 | | |
| 80,000 - - - 84,999 | | |
| 75,000 - - - 79,999 | | |
| 70,000 - - - 74,999 | | |
| 65,000 - - - 69,999 | | |
| 60,000 - - - 64,999 | | |
| 55,000 - - - 59,999 | | |
| 50,000 - - - 54,999 | | |
| | | |
| 48,000 - - - 49,999 | | |
| 46,000 - - - 47,999 | | |
| 44,000 - - - 45,999 | | |
| 42,000 - - - 43,999 | | |
| 40,000 - - - 41,999 | | |
| 38,000 - - - 39,999 | | |
| 36,000 - - - 37,999 | | |
| 34,000 - - - 35,999 | | |
| 32,000 - - - 33,999 | | |
| 30,000 - - - 31,999 | | |
| | | |
| 29,000 - - - 29,999 | | |
| 28,000 - - - 28,999 | | |
| 27,000 - - - 27,999 | | |
| 26,000 - - - 26,999 | | |
| 25,000 - - - 25,999 | | |
| 24,000 - - - 24,999 | | |
| 23,000 - - - 23,999 | | |
| 22,000 - - - 22,999 | | |
| 21,000 - - - 21,999 | | |
| 20,000 - - - 20,999 | | |
| 19,000 - - - 19,999 | | |
| 18,000 - - - 18,999 | | |
| 17,000 - - - 17,999 | | |
| 16,000 - - - 16,999 | | |
| 15,000 - - - 15,999 | | |
| 14,000 - - - 14,999 | | |
| 13,999 or less | | |
| | | |
| Total Number of Positions | | |

**Please return this form to the ARL Office by August 31, 1987.**

## FOOTNOTES TO THE 1987 ARL ANNUAL SALARY SURVEY

| Institution | Notes |
|---|---|
| ALABAMA | All salaries effective August 1987. |
| ALBERTA | Excludes Boreal Institute and the Faculty of Extension libraries. |
| BRIGHAM YOUNG | All salaries effective September 1, 1987. |
| | Beginning Professional Salary is for Faculty appointments only; other professional positions have no minimum. |
| BRITISH COLUMBIA | Salaries expected to be adjusted as of October 1987. |
| BROWN | Includes John Carter Brown Library |
| CALIFORNIA, BERKELEY | Excludes special or institute libraries which are not administratively part of the General Library, such as the Giannini Foundation of Agricultural Economics Research, Governmental Studies, Industrial Relations, International Studies, Transportation Engineering, Lawrence Hall, Donner Laboratory, Earthquake Engineering, and Chicano Studies; and Water Resources Archives. |
| | Includes Law Library. |
| | Salaries effective July 1987, Beginning Professional Salary as of January 1988. |
| CALIFORNIA, DAVIS | Salaries effective July 1987, Beginning Professional Salary as of January 1988. |
| CALIFORNIA, IRVINE | Salaries effective July 1987, Beginning Professional Salary as of January 1988. |
| CALIFORNIA, LOS ANGELES | Salaries effective July 1987, Beginning Professional Salary as of January 1988. |
| CALIFORNIA, RIVERSIDE | Salaries effective July 1987, Beginning Professional Salary as of January 1988. |
| CALIFORNIA, SAN DIEGO | Salaries effective July 1987, Beginning Professional Salary as of January 1988. |
| CALIFORNIA, SANTA BARBARA | Salaries effective July 1987, Beginning Professional Salary as of January 1988. |

| Institution | Notes |
|---|---|
| CANADA INSTITUTE FOR SCIENTIFIC AND TECHNICAL INFORMATION | Only Median and Beginning Professional salary levels were reported; no individual data were reported. |
| | Includes branch libraries. |
| CINCINNATI | Includes Walters and Clermont Technical College branch libraries. |
| CORNELL | Excludes Medical College Library staff in New York City. |
| DELAWARE | Excludes Director's salary and salaries of staff from libraries not administratively reporting to the Director of Libraries. |
| DUKE | Excludes School of Business Library. |
| EMORY | Salaries effective September 1, 1987. |
| | Includes Theology, Library & Information Management, and Oxford College libraries. |
| FLORIDA | Excludes lab school library and Florida Center for Library Automation libraries. |
| FLORIDA STATE | Excludes Development Research School. |
| HARVARD | Excludes Biblioteca Berenson in Florence, Italy and Dumbarton Oaks libraries. |
| HAWAII | Excludes departmental collections not under the jurisdiction of the University Library: Hawaii Institute of Geophysics, Industrial Relations Center, and the public Health Reading Room. |
| | Excludes federally funded temporary positions. |
| | Salaries effective October 1987. |
| HOUSTON | Excludes Clear Lake, Downtowm, and Victoria Campuses. |
| | Salaries effective September 1, 1987. |
| INDIANA | Excludes regional campus libraries: Indianapolis, IU East, Fort Wayne, Kokomo, South Bend, IU Northwest, and IU Southeast. |
| JOHNS HOPKINS | Excludes Advanced International Studies, Applied Physics, and Bologna libraries. |

| Institution | Notes |
|---|---|
| KANSAS | Excludes History of Medicine Library, Kansas City. |
| | Salaries effective December 1987. |
| KENTUCKY | Excludes Community Colleges. |
| LAVAL | Salary data for previous year revised. |
| LOUISIANA STATE | Excludes Alexandria, Eunice, Shreveport branch campus libraries; and the libraries of the LSU Medical Centers in Shreveport and New Orleans, and the University of New Orleans library. |
| | Excludes salary of head of veterinary medical library. |
| MANITOBA | Salaries unchanged from last year as negotiations are still under way. |
| MICHIGAN | Law salaries effective September 1987. |
| NATIONAL AGRICULTURAL LIB. | Includes District of Columbia branch library. |
| NATIONAL LIB. OF CANADA | Salaries reflect August 1987 levels. |
| NATIONAL LIB. OF MEDICINE | Excludes R & D, Computer staff, etc. |
| NEW YORK PUBLIC LIBRARY | Excludes staff in public library branches. |
| NORTH CAROLINA | Excludes Institute of Government. |
| NORTHWESTERN | Excludes cost recovery positions. |
| | Beginning Professional Salary in Dental Library is $17,000. |
| OKLAHOMA STATE | Excludes OSU School of Technical Training and OSU Technical Institute. |
| PITTSBURGH | Excludes Bradford, Greenburg, Johnstown, and Titusville campuses. |
| PRINCETON | Includes Forrestal campus. |
| QUEEN'S | Excludes Industrial Relations. |
| ROCHESTER | Includes Sibley Music Library and Miner Medical library. |
| RUTGERS | Excludes libraries with separate budgets: Institute for Management and Labor Relations, Camden and Newark Law libraries, and the Urban Studies and Alcohol Studies libraries. |

| Institution | Notes |
|---|---|
| SASKATCHEWAN | Salaries unchanged from last year as negotiations are still under way. |
| SOUTHERN CALIFORNIA | Excludes Hancock Library of Biology and Oceanography, Law, and Safety and Systems Management libraries. |
| SOUTHERN ILLINOIS | Excludes Center for Dewey Studies, Papers of U.S. Grant, Instructional Development, Learning Resources Service, and the School of Medicine (Springfield) libraries. |
| STANFORD | Excludes salary of Head of the Law Library. |
| SUNY - BUFFALO | Salaries exclude heads of Law and Music libraries. |
| SUNY - STONY BROOK | Excludes Health Sciences. |
| | Salaries effective September 1, 1987. |
| SYRACUSE | Excludes Utica College library. |
| TEMPLE | Salaries are for a 44 week year. |
| TENNESSEE | Excludes Law Library. |
| TEXAS | Excludes Humanities Research Center. |
| | Salaries effective September 1, 1987. |
| TEXAS A & M | Most salaries are for 10.5 month contract. |
| TORONTO | Excludes federated and affiliated institutions. |
| TULANE | Excludes Delta Regional Primate Center. |
| YALE | Excludes British Art Center. |

Association of Research Libraries
1527 New Hampshire Avenue, N.W.
Washington, D.C. 20036

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